



Senior Compensation Analyst

Are you ready to work with a purpose? At ABB, you can be sure you're helping to create a better world. Your work will keep the company running smoothly so that, together, we can touch the lives of millions by creating sustainable power plants in remote corners of the world or improving safety for workers in auto plants.

Location: Cary, North Carolina, USA; Cary, USA
Job Function: Human Resources
Employment Contract Type: Regular/Permanent, Full-Time
Division/Function: Country HR
Business unit: Country Staff HR Center
Publication ID: US59553416_E14

Tasks

KEY RESPONSIBILITIES

- Support to line managers and HRBPs on pay decisions and the interpretation of policies and guidelines
- Research external market pricing for benchmark positions. Assists in analyzing the impact to current base pay structures.
- Creates queries from HRIS to evaluate compensation issues
- Maintains the compensation tables in HRIS
- Perform biweekly, quarterly and annual compensation reports to maintain the integrity of the compensation programs along with keeping in compliance with FLSA requirements.
- Supply ad-hoc reports, analysis, audits and total rewards metrics.
- Assists in developing reports for senior management.
- Assists with the annual merit process.
- Assists with the annual incentive and employee bonus plan processes.
- Creates and delivers compensation training
- Participates in target communication efforts in sharing program updates to managers
- Assists in the Global Grading effort

- May provide analytical support to the benefits or payroll department with projects related to compensation administration.

Requirements

Basic Qualifications

- Bachelor's Degree and minimum of 5 years' experience in compensation

Preferred Qualifications

- Prior experience using payroll/HRIS systems.
- Experience with Hay job evaluation methodology a plus
- Excellent analytical and mathematics skills.
- Familiar with current concepts, laws and practices in compensation administration.
- Intermediate to advanced skills in MS Office applications (Excel, Word, Access, and Powerpoint).
- Ability to work independently and meet tight deadlines.
- Must be results oriented with the ability to handle multiple projects and shifting priorities.
- Strong organizational skills with exceptional attention to detail.

Additional Information

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Power and productivity
for a better world™ 