



## **DIRECTOR OF COMPENSATION**

### **THE COMPANY**

Our client is a leading global pharmaceutical company.

### **LOCATION & COMPENSATION**

This position is located in Fairfield County, Connecticut and will report to the Vice President Compensation and Benefits. It will provide an attractive six-figure base salary complemented by an incentive compensation and benefits program.

### **POSITION DIMENSIONS**

The Director will serve as the primary architect in the design and development of strategic compensation programs. The position will be responsible for developing, directing and recommending compensation programs that provide a competitive level of pay and are consistent with organizational philosophy and business needs help to establish the client as an “employer of choice.”

Work with senior management to identify and plan for programs that meet short term and long-term business needs. Develop and ensure communication programs and tools that increase employee awareness, understanding and ownership of compensation programs. Communicate these programs throughout the organization in partnering with human resource colleagues and client groups.

The ideal candidate will possess a minimum of 12 years of graduated human resource management experience with a principal focus on compensation. (Prior benefit and generalist human resource experience is desired). Experience in program design is essential. Experience should have been gained primarily with pharmaceutical and/or a leading edge organization noted for compensation innovations. Prior consulting experience is an added plus.

Contemporary knowledge and experience with various concepts of compensation plan design, development and administration is essential.

Continually keep abreast with the marketplace by researching, developing and introducing cost effective compensation programs to support the needs of the business. Provide ongoing technical and consulting support to senior human resource staff members in the areas of compensation and reward.

Ability to provide leadership to human resource generalist community. Technical skills and personal confidence in interacting with external consultants and corporate staff as appropriate. Capable of working independently but with maturity and seasoning to communicate appropriately so as to avoid surprises.

Ability to provide compensation guidance, direction and training at all levels of the organization to assure support for initiatives that support the business strategies. Lead training efforts regarding company philosophy vis a vis compensation change efforts.

Assist with human resources initiatives for all locations as directed or requested. Interface and negotiate with external consultants on compensation arrangements.

Must be thoroughly versed in laws and regulations governing the administration of compensation plans. Ability to design and implement new compensation and benefit plans and explain them in simple terms.

### **IDEAL CANDIDATE PROFILE**

Demonstrated ability to work within multiple multinational environments desirable. Able to work at both a strategic and detail level. Change agent and forward thinker. Broad business perspective. Ability to educate others. Ability to resolve complex issues, whether U.S. or international. Possess a "get it done" style. Able to work in a fast paced environment. Ability to present alternative ideas and rationales for same.

Undergraduate degree; MBA desired.