



HENRY WALKER

Associate Compensation Manager

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PROFESSIONAL SUMMARY

With two years of specialized experience in compensation management, I excel in developing and implementing compensation strategies that enhance employee satisfaction and align with organizational goals. Proficient in analyzing market trends and recommending pay structures, I am dedicated to fostering equitable compensation practices that support business objectives.

WORK EXPERIENCE

Associate Compensation Manager

WidgetWorks Inc.

📅 Mar / 2024 - Ongoing

📍 Denver, CO

1. Managed the administration of short-term and long-term incentive plans for over 1,000 employees, ensuring alignment with corporate compensation strategy.
2. Conducted regular market evaluations to inform compensation decisions and maintain alignment with industry standards.
3. Developed and delivered training on compensation policies to enhance understanding and compliance among management.
4. Collaborated with HR teams to create job descriptions and perform evaluations, ensuring competitive pay levels.
5. Coordinated payroll processes and acted as a key liaison for compensation-related inquiries.
6. Supported the implementation of new compensation software, streamlining administrative tasks and improving efficiency.
7. Participated in organizational change initiatives, providing compensation insights to support mergers and acquisitions.

Compensation Manager

Cactus Creek Solutions

📅 Mar / 2023 - Mar / 2024

📍 Phoenix, AZ

1. Developed a comprehensive total compensation strategy for a leading automotive manufacturer, enhancing employee satisfaction and retention.
2. Managed benchmarking projects for a major book distributor, resulting in improved compensation structures and reduced turnover.
3. Redesigned an hourly pay system to incorporate performance metrics, successfully decreasing turnover rates.
4. Oversaw compensation and benefits programs for a telecommunications company, ensuring compliance with industry standards.

EDUCATION

Bachelor of Business Administration

State University

📅 Mar / 2022 - Mar / 2023

📍 Chicago, IL

Focused on Human Resources Management and Organizational Behavior.

SKILLS

Compensation Analysis



Data Interpretation



Stakeholder Engagement



Project Management



Analytical Thinking



INTERESTS

🎨 Art

🤝 Volunteering

🌲 Hiking

🧘 Yoga

STRENGTHS

🔍 Criticality

☰ Detail-oriented

🤝 Diplomacy

😊 Enthusiasm

LANGUAGES



English



Swahili



Dutch

ACHIEVEMENTS

★ Implemented a salary benchmarking process that improved compensation competitiveness, resulting in a 15% increase in employee retention.

★ Developed and launched a new incentive program that increased employee participation by 25%, enhancing motivation and performance.