

LIAM ANDERSON

Senior Compensation Analyst Associate

✉ support@qwikresume.com ☎ (123) 456 7899 📍 Los Angeles 🌐 www.qwikresume.com

PROFESSIONAL SUMMARY

Accomplished compensation analyst with 2 years of hands-on experience in developing and executing compensation strategies tailored to organizational needs. Proficient in conducting market analyses and ensuring compliance while leveraging data-driven insights to enhance pay structures. Committed to fostering employee engagement and retention through innovative compensation solutions.

WORK EXPERIENCE

Senior Compensation Analyst Associate

Pineapple Enterprises

📅 Feb / 2024-Ongoing

📍 Santa Monica, CA

1. Led the management of global compensation strategies for over 8,000 employees across 41 countries during a leadership transition.
2. Collaborated with finance to oversee executive pay programs, ensuring accuracy and compliance for 115 global executives.
3. Administered stock option plans for 30+ executives, enhancing executive retention.
4. Developed a global team of SuccessFactors Super Users, improving platform utilization and support.
5. Directed the administration of both qualified and non-qualified deferred compensation plans.
6. Executed job analysis for 600+ positions, providing strategic recommendations to leadership.
7. Created over 40 merit pay matrices utilizing algorithms for performance assessments and inflation adjustments.

Senior Compensation Analyst

Lakeside Apparel Co

📅 Feb / 2023-Feb / 2024

📍 Chicago, IL

1. Managed company-wide compensation programs across domestic and international operations.
2. Designed and implemented a comprehensive performance management and compensation system.
3. Conducted market analysis for new job descriptions and ensured proper grading and classification.
4. Led user acceptance testing for transitioning to a new commission processing platform.
5. Oversaw executive compensation structures for key hospital positions, ensuring alignment with organizational goals.
6. Performed annual salary surveys and adjusted compensation structures for corporate and hospital executive roles.

EDUCATION

Bachelor of Science in Business Administration

University of California

📅 Feb / 2022-Feb / 2023

📍 Santa Monica, CA

Focused on Human Resources Management and Compensation Strategies.

SKILLS

Advanced Excel Analytics

Attention To Detail

Team Collaboration

Workforce Planning

ACHIEVEMENTS

- 🌟 Streamlined compensation processes, reducing administrative time by 30%.
- 🌟 Implemented a new performance management system, improving employee satisfaction by 25%.
- 🌟 Conducted a comprehensive market analysis that led to a 10% salary adjustment across key roles.