

Director Global Compensation (broad-based)

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What success looks like in this role:

- 1. Defining Overall Rewards Strategy:** Develop the company's annual rewards strategy, ensuring alignment with company goals and business objectives.
- 2. Pay Equity Review :** Collaborate with Legal to conduct the annual pay equity review, ensuring compensation practices are fair and unbiased.
- 3. Market Intelligence :** Lead market survey submission process; analyzing data and developing strategies based on market trends; communicate findings.
- 4. Base Pay Management :** Define and manage base pay strategy and process in partnership with Finance, ensuring practices are competitive, sustainable, and transparent.
- 5. Job Architecture Governance :** Establish and implement job architecture governance, ensuring clarity and consistency across roles and departments.
- 6. Salary Survey Management :** Lead the management of salary surveys globally to benchmark compensation vs competitors.
- 7. Variable Compensation Plan Administration :** Administer the deployment of variable compensation plans.
- 8. Annual Merit Cycle Administration:** Oversee the annual merit cycle.

9. Annual Salary Range Review : Conduct an annual review of salary ranges by country, ensuring our pay scales remain competitive and equitable.

10. Workday Enhancements : Partner with HRIS to implement Workday enhancements for Global Rewards processes.

11. Compensation Training: Develop and deliver training programs to enhance understanding and effective implementation of our compensation strategies.

12. Process Improvement and Analytics: Improve processes and utilize analytics for decision-making.

You will be successful in this role if you have:

- Undergraduate college degree or equivalent is required
- Professional certification is desirable
- A minimum of 10 years of progressively responsible experience
- Possesses a track record of working within several HR functional areas and possesses deep functional and business knowledge
- Work experience or exposure outside of the HR function is also desirable
- Demonstrates deep business, functional and consulting skills
- Demonstrates a sound knowledge of business
- Possesses strong project/program management and facilitation skills
- Has successfully coordinated and implemented multiple complex projects or programs globally

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About Us

Unisys is a global technology solutions company that powers breakthroughs for the world's leading organizations. We change how people experience technology and help organizations act upon new opportunities through digital workplace; cloud, applications & infrastructure; enterprise computing; and business process solutions.

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