Manager, Compensation Programs & HR Data Analytics
SG: 12
Ft. Mill, SC - HQ

Overview:
Manages various incentive compensation programs, including all sales Bonus programs; and manages HR Data analytics projects for Continental North America and Tire, the Americas regions. Assesses business objectives and works with global and regional Business unit executives, line management, HR Business Partners, and others in the Compensation Department to ensure compensation initiatives are aligned with business strategies and aligned with competitive marketplace position. Designs and develops innovative incentive programs, policies, and processes; presents conclusions to appropriate management and makes actionable recommendations. Develops and conducts Compensation training programs and communication materials to educate managers and employees on key elements of the organization’s incentive compensation programs. Serves as the internal consultant to the global and regional Compensation Governing Board on incentive and sales compensation matters, and provides research, recommendations, and prepares materials for the governing Board meetings. Serve as technical expert on incentive programs and sales compensation for the Americas region and participates in global strategy and projects related to Incentive compensation and sales bonus programs. Provides project leadership on a variety of compensation and data analytics related projects. Manages the HR Data analytics projects and resources.

Core Functions:

- **Sales Bonus and Incentive Plan Design**: Researches and recommends changes and enhancements to Sales Bonus programs and other incentive programs or incentive systems to support the organization’s objectives. Models cost and performance impact analysis for new incentive programs and design changes. Administers and oversees sales bonus and incentive calculations and program communications. Analyzes bonus programs to ensure programs are equitable and achieving desired results. Establishes KPIs for bonus programs for ongoing measurement of program efficacy and performance v. payout. Utilizes data analytics to develop dashboards to display sales performance linked to incentive program payouts. Uses predictive modeling to translate goal and quota attainment scenarios to incentive program hurdles and goals.

- **Data Analytics**: Provides oversight of the data analytics projects and function in the region. Manages internal and external project resources and related systems and tools. Researches new platforms and systems to bring forth data analytic solutions for business needs. Proposes new projects and dashboards for HR and Sales Performance and financial metrics.
• Partners with global Business and HR leadership to align regional and local specific incentive programs with business strategy and direction. Partners with regional Business Unit and Market leadership to align incentive compensation programs within and across countries in the Americas region. Acts as liaison between Global objectives and guidelines and regional initiatives to ensure regional programs meet global guidelines and governance standards.

• Leverages technology and systems to automate the incentive process; calculations and communications. Investigates new platforms and systems to synthesize and package data analytics on dashboards to optimize business and sales performance and linkage to incentive programs and payouts.

• Develops recommendations to create new incentive pay programs and schemes to support new or changing business needs.

• Develops and implements compensation administration policy and/or guidelines for the region and participates in setting global standards and guidelines.

• Develops communication materials and facilitates presentations and training to employees and management levels on various bonus and incentive compensation initiatives and programs.

• Leadership for Sales Compensation related projects, implements project plans for process improvements and leveraging technology in streamlining processes.

• Manages 1 – 2 direct reports supporting Continental North America, and Tire Americas Incentive Compensation and Data Analytics function.

Required Qualifications

• Bachelor’s degree
• 7+ years of experience in Compensation
• Experience in Sales Compensation and other incentive program design and calculation administration
• Advanced excel analysis and data manipulation skills
• Project Management skills and experience
• Excellent verbal and written communication skills
Preferred Qualifications:

- 10+ years in HR
- Experience with Data Analytics (Tableau, Power BI, Knime) software
- External Human Resources Consulting firm experience
- Advances PowerPoint and MS office suite experience
- Prior work experience in finance department/financial roles
- Experience with Sales Incentive Compensation Management software/systems (Callidus Cloud, Xactly, etc.)

***This position will not offer relocation or visa sponsorship.***