



<https://intscanada.com/job/compensation-analyst/>

INTS-Compensation Analyst

Description

Job Description :

About Us

At Amica we are united in our purpose to provide the best care in Senior Living in a supportive environment. We are setting a new standard for senior living in Canada by combining unparalleled premium hospitality and amenities with expert care and support to deliver a personalized senior living experience. We are committed to enriching the lives of seniors now and as their needs change, and offer Independent Living (IL), Assisted Living (AL) and Memory Care (MC) lifestyle options. Established in 1996, we own and operate 33 residences in British Columbia, Alberta and Ontario, and continue to grow in select markets. Find out how you can become part of a team where you belong and make a real impact every day.

The Opportunity

Join our People Development team as a Compensation Analyst to support the research, analysis, implementation, and administration of compensation programs. This is a six months contract opportunity where you can apply your hands-on experience with data analysis and reporting, using advanced Excel including macros, pivot, vlookup and other compensation related excel formulas in this challenging opportunity on a growing team. A key component of this role will be responsible for research, analysis, development, implementation, and administration of compensation programs, to meet organization objectives and needs. You will also support the administration of our incentive programs and contribute to the management of our annual merit increase program.

What you will be doing

- Coordinate activities of the BC Wage Levelling program, including advising our residences on the program, compiling wage reports, auditing data, preparing communications, and coordinating with Health Authorities
- Stay up to date on matters pertaining to BC Wage Levelling, analyze industry trends and recommend wage determination strategies.
- Prepare and deliver information sessions and training programs on BC Wage Levelling.
- Monitor and advise on competitive market trends to ensure both compensation design and pay-level opportunities will attract and retain top talent.
- Participate in salary surveys, ad hoc compensation surveys and compile variety of survey market data for analyses.
- Prepare feeder files for budget for unionized and non-unionized residences ensuring accuracy.
- Assess the performance of incentive plans and track monthly commissions and quarterly bonuses.

Hiring organization

INTS Consulting

Date posted

2023-07-07

