

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

??????-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.

Date posted

- Track and maintain decision files on salary recommendations for new hires, promotions, stretch assignments.
- Analyze data for internal equity, gender equity and pay equity compliance.
- Manage tasks related to the annual merit increase including data validation, calculation, preparing presentations, and communication.

What we're looking for

- Bachelor's degree or diploma in Human Resources or a Finance and Business Administration related program, or equivalent experience.
- A minimum of two years of experience as a Compensation Analyst.
- Proven ability to research, summarize and present findings to various levels of the organization

What you can expect from us

- A diverse and inclusive environment where individual differences are celebrated, and you're encouraged to be your best self
- A collaborative environment where we support each other to succeed as a team
- Learning opportunities to help you grow and support for professional development and designations
- · Comprehensive benefit package including RRSP matching
- Participation in Amica's Flex or Hybrid work model providing team members the opportunity to work a combination of days both in office and remotely
- Our office is centrally located in the financial district, on the PATH and the TTC subway line, and provides easy access to downtown amenities

At Amica Senior Lifestyles we are passionate about working together in a supportive and inclusive environment that fosters innovation and turns ideas into action. We remain committed to creating workplaces that reflect the communities in which we operate. We are actively seeking applicants from all religions and ethnicities, LGBTQ2s+, Black, Indigenous, racialized people, and persons with disabilities and encourage people from all backgrounds to apply for our positions.

Requests for accommodation can be made at any stage of the recruitment process providing the applicant has met the Bona-fide requirements for the open position. Applicants need to make their requirements known when contacted.