



Cincinnati Children's Hospital Medical Center (CCHMC), a freestanding, non-profit, pediatric academic medical center, is among the largest, most comprehensive pediatric hospitals in the U.S. and one of the premier children's hospitals in the world. Founded in 1883, CCHMC is a leading center for pediatric care, research, and medical education. Cincinnati Children's is ranked #3 in the nation among Honor Roll hospitals in U.S. News and World Reports' 2019-2020 Best Children's Hospitals ranking. In all 10 subspecialties, Cincinnati Children's ranks in the Top 10. CCHMC has one of the largest pediatric research programs in the country with more than 1,000 federally sponsored research projects being conducted. CCHMC also ranks second among pediatric hospitals in total funding received from the NIH.

Join our HR team in the position of Consultant – Compensation, focused in the area of executive compensation.

**PURPOSE OF POSTION:** Ownership, design and expert support for executive compensation programs and processes. Participate in leading the development; implementation and maintenance of competitive compensation and reward plans; practices and policies

#### RESPONSIBILITIES

**Strategy and Program Development:** Assist in the development, implementation and maintenance of competitive executive compensation and reward plans, practices and policies that support organizational and departmental strategic objectives. Work with HR colleagues and leaders to map short and long term strategies. Make recommendations to ensure competitive and accurate employee pay practices; develop recommendations and ensure pay practices are in compliance with the regulatory requirements including the FLSA. Evaluate systems and processes and advocate for improvements to the process. Conduct demographic and financial analysis to vet out potential design options. Attend and present to department and organizational leadership to gain alignment.

**Program Implementation:** Owns execution of executive compensation strategies, plans and programs through project management including the allocation of resources and development of meeting cadence, including responsibility for executive compensation review and implementation. Work with internal communications to develop and execute communications and resources for employees. Coordinate with internal partners such as: HRBP's, Talent Acquisition, HR Operations, payroll, finance and legal as necessary to operationalize. Responsible for review and update of the relevant policies for the area, including the annual review of the policies and updates; facilitate leadership alignment of policy changes; execution of policy changes with HR teams and relevant HR Operations and HRIS partners.

**Consultation:** Provide consultation to HR staff and leaders concerning the compensation plans and programs, including executive compensation review and recommendations. This includes: developing, maintaining and delivering effective communications to HR colleagues, managers and employees on compensation related processes; acting as an expert resource for compensation policies, programs and processes; consulting with HR staff and managers and provide guidance regarding issues; coordinating and participating in educational training and updates for the HR team. Meet with new, promoted and departing senior leaders to review executive compensation and benefits.

**Data Analysis and Systems:** Analyze survey data and market trends and make recommendations in support of the annual salary planning process to maintain external market competitiveness. Collaborate with HR colleagues and leaders to review options and provide recommendations. Perform budget analysis for proposed adjustments. Compile comparative information and provide summary of analysis for leadership alignment. Lead the review, implementation, testing and maintenance of systems and technology to support compensation processes. Support the executive annual processes, including the competitive review.

**Policies and Governance:** Assist with the development of policies and procedures. Ensure leadership alignment on policy changes and deliver clear communication to HR staff, managers and employees. Monitor compliance with compensation guidelines. Provide consistent and equitable interpretation and administration of the compensation program. Ensure compliance with external regulatory requirements and internal policies. Prepare documents for review by senior leaders for the Leadership Development and Compensation Committee of the board.

#### EDUCATION/EXPERIENCE

Required:

- Bachelor degree in related field
- 5 - 7 years of work experience in a related job discipline, including experience in executive compensation. Advanced excel skills