



THE OHIO STATE
UNIVERSITY

WEXNER MEDICAL CENTER

Compensation Consultant

The Ohio State University Wexner Medical Center
Columbus, OH

Job Summary

Responsibilities include consulting on organizational structures/restructures; classifying and determining pay grade levels based on market and/or internal equity; identifying and participating in salary surveys; analyzing market data to determine external competitiveness of pay ranges and pay practices. Performs modeling and cost analysis for recommendations and insures proper approval processes are followed. Also assists in developing and maintaining performance management systems; consulting with HR Recruiters and Generalists on appropriate level of pay for new hires and internal transfers that fall outside of guidelines; and serving as a resource to HR Shared Services team members in the recruitment and retention of staff. Is considered a technical expert in all Classification and Compensation functions assigned. Assist in training, mentoring and advising Compensation Analysts and/ or Senior Compensation Analysts in the execution of their duties.

Required Education and Experience

Bachelor's degree in Human Resources, Business Administration or related area, or an equivalent combination of education and experience. CCP certification preferred. Five or more years of experience in Human Resources, with at least three years in Classification and Compensation. Microsoft Office, with strong Excel proficiency, required. HRIS experience preferred. Excellent analytical, negotiation, and communication skills.