

About the role:

As a Compensation Analyst for TQL, you will assist with the management of all our compensation programs. This includes market analysis, job evaluations and audits, salary adjustment processes and long and short-term incentive plans.

What's in it for you:

- Competitive compensation and benefit package
- Reimbursement for continuous education and certifications
- Work hard, play hard – enjoy team outings, company sponsored events, an on-site gym, cafeteria and convenience store

What you'll be doing:

- Administer, audit, and communicate base pay and bonus programs to employees and management
- Conduct job evaluations and market analysis to determine appropriate FLSA classification and salary ranges
- Work cross-functionally to support projects such as department restructuring, company surveys, job analysis and ad-hoc requests
- Collaborate with the Systems Team to ensure our HRIS meets the company's compensation needs
- Provide salary recommendations for internal and external job offers to Recruiting
- Support the administration of Long Term Incentive and 401k plans
- Ensure internal customers are top priority by promptly answering questions regarding compensation plans, market data and job descriptions

What you need to bring to the table:

- Bachelor's degree in Human Resources or related
- 1-3 years of experience in the analysis, design or administration of compensation programs
- Excellent Microsoft Excel and Word skills
- Experience with an HRIS, preferably Workday is highly desired but not required
- Proven ability to take ownership of responsible and see tasks through completion with a high degree of detail, organization and urgency
- Ability to communicate effectively with all levels of the organization.

About TQL:

At TQL, motivated employees from coast to coast help arrange thousands of freight movements every day. By hiring the right people, delivering the right technology and doing the right thing, it has propelled us from a Cincinnati start-up to the second largest freight brokerage firm in the nation. Dedicated to our winning principles, TQL continuously exceeds the expectations of our employees, customers and carriers. *Are you ready to be a part of this? Check out TQL.com to learn more.*

If you are interested in this opportunity, please contact:

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