

# Senior Manager, Total Rewards

## Tracking Code

593-252

## Job Description

Lexicon Pharmaceuticals is currently recruiting for an agile, results focused Senior Manager, Total Rewards to join our team in The Woodlands, Texas.

### Job Summary:

The Senior Manager, Total Rewards will provide strong analytical and operational support in the management of a variety of projects, including program analysis to provide innovative recommendations for best in class total rewards, reporting and administration for ongoing programs and implementation of new programs.

### Key Responsibilities include but will not be limited to:

- Analyze company's competitive total rewards position; preparing reports on findings; making recommendations; and handling administration.
- Auditing existing and future positions and categorizing them by either importance to the organization or level of responsibility, determining FLSA exemptions, preparing job descriptions, establishing and coordinating with HR Business Partners and managers to communicate level differentiators and career progression opportunities.
- Recommending, implementing and administering salary structure movements, salary increase budgets, short-term and long-term incentive compensation, executive compensation and sales compensation
- Administering and communicating the company's benefits program plan options, features and enrollment, assisting employees with administration inquiries.
- Working with HRIS and IT staff to ensure that the systems meet total rewards needs and are updated to reflect changes to salary structures, bonus programs, benefit programs, etc.
- Developing and documenting procedures to streamline processes and ensuring compliance with established guidelines and regulatory compliance; coordinating with HR Business Partners to educate managers.

## Required Experience

- Bachelor's Degree in Business or Human Resources or equivalent work experience is required.
- Minimum of twelve to fifteen years of total rewards experience.
- CCP or CEBS certification is required.
- Must have deep knowledge of compensation structures and systems.
- Expert level knowledge of Excel is required.
- Excellent verbal and written communications skills
- Ability and desire to work in a team oriented environment.

To apply, please visit the careers section of our website: <https://lexpharmacareers.silkroad.com/>.

For additional information about Lexicon and its programs, please visit [www.lexpharma.com](http://www.lexpharma.com).

Lexicon is an Equal Opportunity Employer. We do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability or status as a protected veteran.

*Lexicon Pharmaceuticals, Inc. is a drug-free workplace. Candidates are required to pass a drug test, background check and verification of credentials before beginning employment.*

## Job Location

The Woodlands, Texas, United States

## Position Type

Full-Time/Regular