

Compensation Manager

Job Overview

As the Compensation Manager, you will manage the Airport's competitive position for all compensation programs, such as the annual merit and incentive administration, structure development, job evaluations, market compensation studies, position management, reclassifications, salary offers, reorganizations and data requests. You will also be the subject matter expert in all compensation strategies and supports the organization design efficiencies. Under the general direction of the Assistant Vice President Total Rewards & Human Resources Operations, you will be responsible for the design, development, implementation, and maintenance of the Airport's compensation programs.

What you will be doing:

- Conduct non-executive job evaluations using job evaluation methodologies to maintain equitable classification and pay levels.
- Manage the salary planning eCompensation system by recommending enhancements, outlining system requirement testing, developing test scenarios and final testing before system goes live.
- Lead the annual salary planning process for non-executives which includes monitoring performance management distribution, eligibility requirements, adherence to budget and client support.
- Provide guidance and oversight to Compensation Specialist regarding job descriptions and salary action items.
- Manage the annual salary planning process for non-executives which includes monitoring performance management distribution, eligibility requirements, adherence to budget and client support.

What you need:

- Bachelor's degree in business administration, finance, human resource management, public administration, or related field.
- Five (5) years of experience in compensation administration, consulting or related field including two (2) years of experience with job evaluation methodologies, Hay Job Evaluation methodology, preferred.
- Three (3) years with direct supervisory experience.
- Any equivalent combination of education and/or experience may be substituted for the above.

What we desire:

- Certification such as, CCP, PHR or SPHR, SHRM-CP or SHRM-SCP, CEBS, CBP or other human resources certification.
- PeopleSoft/Oracle experience.
- HAY Job Evaluation experience.
- Public speaking skills and experience.

About Us

We are Dallas Fort Worth International (DFW) Airport—one of the most successful airports in the world by any definition. We're recognized for our innovation, leadership, drive for excellence and talented employees.

Our success is made possible because of the diverse talents of over 2,000 employees who champion our mission of providing an exceptional airport experience to our customers and connect our community to the world. We're looking for the best talent to join us and help reimagine what an airport can be.

Bring your talents to DFW. Live and work with purpose.