

Job Title: Human Resources Senior Compensation Consultant

Link to apply: <https://bit.ly/3ZWiu9N> [bit.ly]

Req ID: 75863

Location: Tulsa -TUL

Areas of Interest: Human Resources; Compensation & Benefits

Pay Transparency Salary Range: Not Available

Application Deadline: 01/01/2025

BOK Financial Corporation Group includes BOKF, NA; BOK Financial Securities, Inc. and BOK Financial Private Wealth, Inc. BOKF, NA operates TransFund and Cavanal Hill Investment Management, Inc. BOKF, NA operates banking divisions: Bank of Albuquerque; Bank of Oklahoma; Bank of Texas and BOK Financial®.

Bonus Type

Discretionary

Summary

If you are looking for a job that combines a passion for innovation, an opportunity for growth, and a culture of teamwork, then you've come to the right place. We have an exciting opportunity awaiting someone like you! The **Senior Compensation Consultant** is primarily responsible for developing and administering compensation programs that align with BOK Financial's Total Rewards Strategy to attract, motivate and retain a competent and diverse workforce.

Job Description

The **Senior Compensation Consultant** is primarily responsible for developing and administering compensation programs that align with BOK Financial's Total Rewards Strategy to attract, motivate and retain a competent and diverse workforce.

Team Culture

All team members have a stake in the game and are encouraged to share their ideas on creating efficiencies and ways to impact our bottom line. Our camaraderie and mutual respect for one another are what make us, one big happy family.

How You'll Spend Your Time

- You will design and develop compensation plans, programs, policies and practices; work with Finance and HR Business Partners to implement, communicate and administer multiple compensation programs including both base and short term incentive pay plans. This role will work closely with more junior staff members to educate them on specific business area compensation programs in order to expand their compensation knowledge across business lines.
- You will identify market trends, monitor competitiveness of programs, model cost implications and recommend innovative and effective compensation programs and solutions. This position will serve as internal consultant to business areas on all compensation practices; identify emerging workforce issues related to compensation practices and develop innovative solutions.
- You will provide support to management and HR on compensation issues related to salary offers for new hires, promotions and transfers utilizing both internal and external survey information.
- You will conduct job evaluations using an internal evaluation program, ensure compliance with the Fair Labor Standards Act, as well as conduct internal compensation analysis to identify comparative salary trends and ensure equity across the organization.

- You will complete annual processes to include third party compensation surveys, total compensation reviews, merit and incentive file audits, and incentive schedule distribution and attestation for respective business areas.

Education & Experience Requirements

This level of knowledge is normally acquired through a Bachelor's Degree in a business-related field and 3-5 years experience in Human Resources, specifically in a Compensation Analyst role or equivalent experience of 6-8 years.

- Advanced knowledge of compensation design and overall administration of plans
- Working knowledge of executive compensation principles and regulations
- Thorough knowledge of federal and state regulations controlling compensation
- Excellent analytical and problem solving skills
- Thorough knowledge of quantitative analysis and business statistics
- Thorough knowledge of Human Resource Policy and Procedures
- Excellent verbal and written communication skills
- Proficient PC and software package skills and on-line system experience
- Good organizational skills
- Good interpersonal skills in order to lead, motivate, and promote team building
- Ability to pay close attention to detail and work on multiple projects simultaneously
- Ability to deal with confidential information in a discrete manner

Advertising Source

BOK Financial Corporation Group is a stable and financially strong organization that provides excellent training and development to support building the long term careers of employees. **With passion, skill and partnership you can make an impact on the success of the bank, customers and your own career!** Apply today and take the first step towards your next career opportunity!

The companies in BOK Financial Corporation Group are equal opportunity employers. We are committed to providing equal employment opportunities for training, compensation, transfer, promotion and other aspects of employment for all qualified applicants and employees without regard to sex, race, color, religion, national origin, age, disability, pregnancy status, sexual orientation, genetic information or veteran status.

Please contact eburris@bokf.com with any questions.