

Marathon Search Associates .

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HEAD OF COMPENSATION & BENEFITS

DALLAS, TX

Our client, a Dallas-based national finance and consumer lending company, is currently seeking a Head of Compensation & Benefits to join their Human Resources team. In this role, you will oversee the Compensation and Benefits functions and be responsible for planning, developing, coordinating, and implementing new and revised compensation and benefits programs, policies and procedures in order to be responsive to the company's goals and competitive practices. This position is also responsible for assuring thorough audits, exams and inspection that the organization's compensation and benefits programs are consistently administered in compliance with company policies and government regulations, including Interagency Guidance on Sound Incentive Compensation Policies

RESPONSIBILITIES:

- Lead the effort to maintain and coordinate the implementation of an overarching compensation and benefits strategy, structure, policies, and guidelines for the organization.
- Implement and maintain incentive compensation programs (line of business incentive and annual bonus) that are compliant with the Interagency Guidance on Sound Incentive Compensation Policies.
- Manage the administration of all direct compensation and benefits programs.
- Provide strong leadership and day-to-day direction to the Compensation and Benefits teams.
- Monitor the effectiveness of existing compensation and benefits programs and policies and recommend plan revisions or new plans that are cost effective and consistent with trends, corporate objectives and risk management efforts.
- Prepare and present findings of program evaluations and recommendations to the Compensation Committee of the Board of Directors.
- Provide information in response to exams, audits, and other requests from regulators.
- Remain apprised of federal, state and local compensation and benefits laws and regulations in order to ensure compliance and remain abreast of regulatory trends and best practices.
- Provide strong compensation consulting services to senior leadership and HR leadership.
- Oversee and guide participation in salary surveys to leverage vendors and resources and ensure compensation objectives are achieved.

REQUIREMENTS:

- Bachelors or equivalent; MBA preferred
- Minimum of 10 years of compensation and benefits experience, including managerial experience in a banking/financing industry.

- Deep knowledge of government regulations as they apply to compensation base, incentive compensation and benefits programs, company policies and operations.
- Demonstrated knowledge of executive compensation and incentive compensation programs, with the ability to design and manage an incentive compensation program for “covered” staff.
- Experience interacting with and presenting to a Board of Directors.
- Strong relationship building experience and ability to interact effectively with all levels of the organization including senior management and the Board of Directors.
- Outstanding verbal and written communication and interpersonal skills.
- Executive level presentation abilities and presence that will instill confidence in the leadership team and the Board.
- Proven ability to lead by example and to foster collaborative relationships.
- Experience integrating and managing Compensation and Benefit HRIS modules.
- Ability to problem solve, conduct thorough analyses and provide strategic, long term solutions.

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