

Bass Pro Shops

Compensation - Financial Analyst (Full-time) – We are seeking a highly skilled and detail-oriented Compensation/Financial Analyst to join our team. The ideal candidate will have a strong background in financial analysis, compensation structures, and data management. This position plays a critical role in ensuring our compensation programs are competitive, equitable, and aligned with our company's strategic goals.

ESSENTIAL FUNCTIONS:

- Performs compensation analysis and models the potential impact of new program design.
- Conducts job evaluations. Works with HR Business Partners and management to understand and define the role. Utilizes tools and guidelines to evaluate jobs. Determines exemptions status, market range, and job alignment.
- Competitive market research: participates in salary surveys and maintains the compensation market pricing database. Conducts analysis of selected positions as needed, as well as monitoring the company's overall competitive position. Assists in the development and/or updates geographic structures and/or step rates annually.
- Assists in the development of annual budgets and merit matrices. Works with team members to administer the annual merit and bonus programs. May draft program communications and recommends annual merit increases as required.
- Conducts analyses to ensure compliance with applicable DOL and minimum wage laws. Participates and/or leads compensation projects as needed. Tracks and reports on the status of projects for the Compensation Team.

Direct link to application [here](#).

Sr Manager, Compensation (full-time) - Onsite role at the headquarters in Springfield Missouri.

The Sr Manager, Compensation is responsible for providing the strategic direction, design, and administration of short and long-term compensation programs. This position administers the company's equity plans, advises executives regarding current compensation trends, and provides insight to executives on potential opportunities and threats to the business. This role procures the most appropriate salary data sources and utilizes it to implement best practice compensation programs. The Sr Manager, Compensation ensures that company policies and practices are compliant with federal, state, and local laws.

ESSENTIAL FUNCTIONS:

- Provides strategic directions, designs, and administers company's total compensation programs (base, bonus plan, annual merit process, etc.) Ensures company policies and practices are compliant with federal, state, and local laws.
- Evaluates and analyzes salary data. Ensures company's policies and practices are achieved. Ensures competitiveness in the marketplace. Ensures policies and practices are free from discrimination and disparate impact issues.
- Develops and administers equity programs (SO, RSU, PSU, etc.) Ensures compensation programs attract and retain key personnel.

- Administers job sizing process including evaluation of new and existing positions and maintenance of position description questionnaires. Positions are appropriately compensated based upon scope of position relative to the marketplace.
- Develops, implements, and administers compensation policies and procedures. Ensures company compensation objectives are met and compliant with federal, state, and local laws.
- Designs and administers executive compensation structures and programs that attract and retain top executive level talent.
- Participates in salary surveys and conducts salary surveys on the company's behalf. Ensures compensation objectives are met with regard to competitiveness in the marketplace.
- Designs and administers International compensation structures and programs that align with appropriate foreign compensation trends.

Direct link to the application [here](#).