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Summary

Data driven compensation and analytics partner with nearly 20 years of Compensation and HR experience through focus on consultative relationships with HR professionals and business leaders. Proven ability to identify trends around market conditions and provide innovative solutions.

Experience

Genesys

Senior Compensation Partner – 2022 to Present

Provide consulting on compensation matters through compensation analysis, benchmarking, modeling and problem solving to respective business group.

- Perform complex analysis on the effectiveness and competitiveness of comp programs, and model potential impact of alternatives
- Leverage advanced compensation planning technology, leading development, and implementation of Compensation related tools
- Work collaboratively to drive and manage global projects across multiple functions and client groups, utilizing subject matter expertise and knowledge of both internal and external business practices
- Design, develop, and maintain total compensation guidelines and job architecture structures
- Lead end-to-end global compensation planning processes

ADP

Director Compensation – 2021 to 2022

Lead process, policy and system redesign to deliver scalable compensation management products and solutions for enterprise.

- Conduct various statistical and modeling analysis across the enterprise to ensure compensation programs and practices are in alignment with internal and external practices and requirements.
- Simplify processes related to audit controls of compensation awards, through statistical analysis and tools.
- System administration of compensation tools, with focus on review and redesign of annual focal award planning application.
- Directs the assessment of the quality of the service delivery from the technology vendor.

PVH

Compensation Analysis & Reporting Lead - 2019 to 2021

Partner with Compensation / Mobility and HR leadership on multiple reviews of compensation practices, provide necessary statistical analysis and provide recommendations on solutions.

- Research and presentation of global pay equity laws and develop statistical models to analyze pay equity.
- Design of Compensation analytics dashboard, providing insights around pay trends and gaps.
- Performance based equity and total shareholder return analysis for CEO to assess potential changes to performance factor.
- Research and development of interim bonus planning and communication tool.

Prudential - PGIM

Director HR Analytics & Compensation – 2019

Create innovative analytical solutions in support of PGIM's dynamic business strategy as well as managing established HR analytical processes.

- Design of a headcount tracking tool in Access to identify movement, hires, terminations, and potential hire for forecasting of labor expense, in partnership with Finance.
- Redesign of reporting processes of recurring quarterly reports, reducing time spent to generate reports from 5+ days to half a day through automation and coding.

ADP

Director Compensation - 2016 to 2019

Compensation partner managing program design and execution of policies and procedures. Delivery of HR and compensation expertise solutions to attract, retain and motivate while ensuring market competitiveness, internal equity and cost-effectiveness.

- Partner with HR business partners and management on evaluation of roles to market, and FLSA status for respective business groups.

- Provide consultation to business groups on areas of opportunity to best allocate focal point review awards, based upon performance, trend analysis and total compensation.
- Compensation integration partner for mergers, acquisitions, and divestitures.
- Leader of Pay Delivery Design team for Global Job Architecture initiative. Design of baseline, technical, and sales salary structures for 35 countries.
- Design a base salary offer decision tool leveraging statistical analysis to guide salary internal equity along with external market competitiveness.

Manager Compensation – 2014 to 2016

Developed strong strategic relationships across Global Product and Technology function, and Compliance Solutions business. Subject matter expert on internal trends, and competitive external market intelligence.

- Develop and launch of a macro-driven Focal Point Review analytics tool that provides real-time view of alignment to pay-for-performance standards. Design and present training of tool.
- Create business wide program and policy of targeted retention compensation program for essential employees for use for transitional situations (i.e., office closures, sunsetting products).
- Educate and advise HR and the business on Fair Labor Standards Act (FLSA) reviews.

Project Manager Compensation – 2011 to 2014

Member of Compensation Shared Services group, with partnership responsibilities to the Sr. Director Compensation for the Corporate Staff Functions.

- Project sub-leader on implementation and roll-out of ADP Compensation Planner to global population of 55,000 associates.
- Compensation lead for Global and Product Technology's full review of roles. Reduced number of individual contributor roles by 62%, through consolidation of similar roles, and reduction of number of levels within job family.
- Lead effort on labor cost model that advocated a move to single focal point review versus multiple common review dates by business unit, with labor savings exceeding $300k.

Senior Compensation Analyst – 2008 to 2011

Compensation Analyst – 2005 to 2008

Support of the Dealer Services Compensation group, providing consulting to HR business partners.

- Conduct job evaluations for new and existing positions to identify grade and variable target along with ensuring compliance with FLSA regulations.
- Research and recommend edits of variable pay practices to align to market competitiveness.

Chicago Transit Authority

Project Specialist II - 2002 to 2005

Compensation support to Compensation leadership, and VP – Human Resources. Compile compensation data to determine location within the organization's compensation hierarchy.

- Coordinating the development, and implementation of Performance Management program and providing yearly training to management on the Performance Management program.
- Systems implementation team member of new E.R.P. Complete integrated testing, training of end users on the Oracle product and provide support to users after implementation occurred.
- Participating in multiple transit agency surveys and general industry benchmarking surveys.

Education

Master of Science: Business Analytics – 2020
Villanova University, PA
Bachelor of Arts: Psychology - 2002
DePaul University, IL

Skills

- Job Analysis & Benchmarking • Compensation Structure Design • Global Job Architecture
- Compensation Administration • Statistics • Business Analytics • Policy Development
- Performance Management • Process Improvement • Mergers & Acquisition • Communication
- Problem Resolution • Business Intelligence • Data Analysis • Continuous Improvement

Technical Skills

- Microsoft Office (Word, Access, Excel, PowerPoint, Teams) • Workday HCM • ADP HCM • SAP HCM
- MarketPay • R • SQL • VBA • Tableau • QlikView • PowerBI • Arena • Alteryx • RapidMiner