Nathan Wollack

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COMPENSATION LEADER – STRATEGY | ANALYTICS | EQUITY DESIGN

Strategic, data-driven compensation executive with 20+ years leading global programs across tech, financial services, and consumer industries. Proven track record of architecting scalable comp structures, building pay equity frameworks, and delivering insights that drive business performance. Trusted partner to C-level leaders known for simplifying complex data into actionable strategy.

Core Strengths
• Global Compensation Strategy • Pay Equity & Transparency • Job Architecture Design • Compensation Program Design • M&A / Restructuring Support • International Compliance • Cross-Functional Collaboration • Workforce Planning • Change Leadership

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EXPERIENCE

Senior Compensation Partner – Genesys | 2022 – Present
Lead global compensation strategy for Customer Success and international regions.
- Served as compensation advisor to SVPs; aligned global strategy with business growth and talent plans
- Designed global salary structures integrated with the company's Global Career Framework
- Conducted regression-based comp fairness analysis across regions and functions
- Modeled impact of salary and incentive changes on internal equity + market alignment
- Partnered with Legal, Compliance, and HRBPs to implement equitable compensation practices globally

Director, Compensation – ADP | 2021 – 2022
Rebuilt compensation policies, platforms, and processes to support scale and compliance.
- Directed enterprise-wide focal award system implementation
- Conducted organization-wide comp audits and analytics to support Total Rewards strategy
- Earned ADP CEO Award for driving high-impact transformation

Lead, Compensation Analytics & Reporting – PVH | 2019 – 2021
Built global comp infrastructure and tools; focused on equity, analytics, and compliance.

- Led global compensation reviews and designed BI dashboards on pay gaps & trends
- Partnered on PVH's global job architecture initiative to align comp with market value
- Implemented international pay equity frameworks across EMEA and APAC

Director, HR Analytics & Compensation – Prudential / PGIM | 2019

Created labor cost forecasting and comp decision tools.
- Automated headcount/labor planning models (SQL/VBA), reducing manual work 90%
- Designed analytics dashboards on attrition, hiring velocity, and comp competitiveness

Director – Compensation (and prior roles) – ADP | 2005 – 2019

Progressed through 5 comp roles from Analyst to Director, driving transformation at scale.
- Led global job architecture compensation design across 35+ countries
- Built pay equity modeling + offer tools used by HR and finance
- Developed pay for performance analytic tool that resulted in improved alignment of awards to higher performers.
- Designed retention programs and guided comp through multiple restructures
- Architected a labor cost model that saved $300K+ via focal cycle optimization
- Implemented comp platforms for 55,000+ employees.

TECHNICAL SKILLS

- **HRIS**: Workday, Oracle, SAP, ADP HCM

- **Compensation Tools**: MarketPay, Radford, Point Factor Analysis, PayAnalytics

- **Data & BI**: R, Tableau, Power BI, Alteryx, SQL, Excel, VBA

EDUCATION

Master of Science, Business Analytics – Villanova University
Bachelor of Arts, Psychology – DePaul University

PORTFOLIO

Explore dashboards, compensation models, and strategy frameworks: nathanwollack.com