

# Join a team who cares about excellence

BHB ensures the highest quality health care through service excellence, education and leadership. We seek qualified, highly motivated and experienced professionals to work in a supportive but demanding environment.

## COMPENSATION ANALYST

**HUMAN RESOURCES**

### **Key responsibilities include:**

- Conducts job analysis to determine appropriate salary levels according to compensation guidelines/policies, whilst maintaining internal equity and market competitiveness
- Queries, reviews, and compiles data for annual compensation surveys, conducts market analysis, and evaluates external trends which may impact BHB's compensation strategy.
- Regularly analyses and evaluates compensation programs for process improvements and program effectiveness
- Create and validate with the appropriate department new job descriptions according to standard job evaluation techniques with recommended pay grades for presentation to the Compensation Governance Committee.
- Works along with the Assistant Director – HR Operations and the Total Rewards Manager in the development, management, and implementation of executive compensation programs. Monitors market pay trends for executive compensation.
- Assists in the preparation of compensation analysis and salary reports for Trade Union Negotiations

### **Qualifications &/ Registration required:**

- University degree in Business, Accounting, Mathematics or Human Resources, required
- A minimum of 3 years progressive compensation experience required, and experience in a highly unionized environment is an asset.
- A minimum of 2 years in the position of HRIS Analyst, or equivalent
- Certified Compensation Professional (CCP), or equivalent designation and/or relevant professional experience is highly preferred.
- Required to possess a high degree of computer literacy (e.g. HRIS, MS Office Suite, Great Plains) is required

**Closing date for applications is: OCTOBER 21, 2016. Pre-employment substance abuse screening is mandatory for all successful candidates.**

If you want to make a difference, and if your experience and qualifications match the above criteria,  
visit [www.bermudahospitals.com](http://www.bermudahospitals.com), and apply through BHB Jobs NOW.  
Select "Work at BHB" and follow the steps.



**Bermuda Hospitals Board**

Human Resources, Craig Appin House  
8 Wesley Street, Hamilton HM11, Bermuda  
Tel: (441) 239-2955  
[www.bermudahospitals.com](http://www.bermudahospitals.com)