

COMPENSATION MANAGER

Brookhaven Memorial Hospital Medical Center is an innovative 306-bed hospital, located mid-Suffolk County on the beautiful LI South Shore. We are just minutes from the world-famous Hamptons, LI vineyards, beaches, waterparks and more in a growing community that is an ideal place to be. We currently have an excellent opportunity for a Compensation Manager to provide strategic direction and handle the administration of the hospital's wage and salary program, annual performance evaluations, salary setting, pay scales for union and non-union positions; evaluate and maintain job descriptions, HRIS maintenance, statistical analysis of the compensation program and assist the Human Resources department in administration and projects as needed. You will also maintain due diligence while ensuring compliance with state and federal laws in all matters related to compensation including WTPA notices, as well as, provide consultation to HR regarding market trends, job classifications and application of compensation programs, policies and guidelines. You will provide strategic direction and recommendations in all aspects of compensation including: revising pay scales, current pay structures, build incentive programs and other progressive compensation methodologies.

To qualify for this highly visible role, you will need a Bachelor's degree or equivalent experience, minimum 5-7 years of successful Human Resources experience with a focus in compensation and performance management, the ability to design and implement compensation programs and policies with superior interpersonal, analytical and customer-focused communication skills, along with the ability to work as a team player in an established department. You must also have knowledge of job evaluation, salary structure development, market pricing using major surveys and thorough knowledge of business operations/strategic planning. HRIS/Excel/PowerPoint knowledge is essential. Requires knowledge of appropriate statutes including FLSA, Equal Pay Act, Title VII, WTPA and other applicable laws.

Join an exceptional team! Forward resume to: Brookhaven Memorial Hospital Medical Center, 101 Hospital Road, Patchogue, NY 11772, attn: Human Resources Dept., fax: 631-447-3708 or email: careers@bmhmc.org. EOE m/f/d/v

BROOKHAVEN MEMORIAL HOSPITAL MEDICAL CENTER