



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/09/12

Compensation Analyst

Job ID	2F-BA-99-67-8C-7D	
Web Address	https://careers.indigenous.link/viewjob?jobname=2F-BA-99-67-8C-7D	
Company	CGI	
Location	Montreal Or Ottawa, Quebec	
Date Posted	From: 2024-08-13	To: 2024-10-31
Job	Type: Full-time	Category: Information Technology
Languages	English (required), French (asset)	

Description

Position Description:

As a key analytical member of the Global Compensation team and reporting directly to the Director, Global Compensation, the Compensation Analyst will play a key role in the review and analysis of activities related to CGI compensation programs - including salary, short-term incentive, and other monetary and non-monetary rewards plans.

Your future duties and responsibilities:

- Support annual salary review cycles and incentive plan processes
- Supports with annual salary and profit participation plan forecasting activities in collaboration with Finance
- Diagnose, test and resolve issues with the Information Technology team within the compensation technologies: salary review, profit participation plan, and compensation summary systems.
- Participate in the compensation survey submission process including understanding survey methodology, job matching, data gathering, data validation, benchmarking, and preparation of data submission files
- Conducts various compensation related reconciliations
- Produce various compensation analyses using Microsoft Excel
- Support and collaborate on ad-hoc projects

Areas of Responsibility:

- Reports/Queries: Extract, create, maintain and support a variety of reports or queries using appropriate reporting tools (systems). Assist in development of standard reports for ongoing needs within the team. Help maintain data integrity in systems by running queries and analyzing data and collaborating with necessary teams to resolve data issues.
- Tool (system) testing and deployment: Assist in the review, testing and implementation of compensation systems (salary review, short-term incentive, and compensation statements) upgrades or fixes. Collaborate with functional and technical staff to coordinate application of upgrade or fix. Provide support in researching and resolving systems problems, unexpected results or process flaws; performing scheduled activities; recommending solutions or alternate methods to meet requirements.
- Communication: Contribute to the development of communication materials; templates, guidelines, user procedures documentation, training material and tools to support programs. Train colleagues and users on new processes, functionality and systems.

Required qualifications to be successful in this role:

- Strong proficiency in Excel including ability to create and manipulate spreadsheets
- 2-4 years of experience in reporting and data analysis.
- Must be able to manage conflicting priorities, function well under pressure and treat all information with confidentiality.
- Detailed oriented, strong organizational skills and sound judgement.
- Customer focus, professional, people oriented and effectively interact with all levels of employees
- English (written/spoken required); French would be an asset
- Experience in compensation would be an asset.
- Bachelor's degree in a relevant field of quantitative sciences (compensation, computer science, statistics, mathematics, economics).

#LI-KM1

#LI-TT1

What you can expect from us:

Together, as owners, let's turn meaningful insights into action.

Life at CGI is rooted in ownership, teamwork, respect and belonging. Here, you'll reach your full potential because...

You are invited to be an owner from day 1 as we work together to bring our Dream to life. That's why we call ourselves CGI Partners rather than employees. We benefit from our collective success and actively shape our company's strategy and direction.

Your work creates value. You'll develop innovative solutions and build relationships with teammates and clients while accessing global capabilities to scale your ideas, embrace new opportunities, and benefit from expansive industry and technology expertise.

You'll shape your career by joining a company built to grow and last. You'll be supported by leaders who care about your health and well-being and provide you with opportunities to deepen your skills and broaden your horizons.

At CGI, we recognize the richness that diversity brings. We strive to create a work culture where all belong and collaborate with clients in building more inclusive communities. As an equal-opportunity employer, we want to empower all our members to succeed and grow. If you require an accommodation at any point during the recruitment process, please let us know. We will be happy to assist.

Come join our team-one of the largest IT and business consulting services firms in the world.

How to Apply

Click Apply Now!