



# 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

Toll Free Fax: (877) 825-7564

L9 P23 R4074 HWY 596 - Box 109

Keewatin, ON P0X 1C0

# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/06/30

## Compensation Analyst

<b>Job ID</b>	<b>304038-en_US-2831</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=304038-en_US-2831">https://careers.indigenous.link/viewjob?jobname=304038-en_US-2831</a>	
<b>Company</b>	Rogers	
<b>Location</b>	Toronto, ON	
<b>Date Posted</b>	From: 2024-06-10	To: 2050-01-01
<b>Job</b>	Type: Full-time	Category: Telecommunications

### Description

We are committed to connecting Canadians through unique partnerships, our world-class network and content Canadians love and our innovative team is growing. We are looking for dedicated team members to join our Corporate team who have a genuine passion for making positive impacts on customers and the communities where we live and work. We have a variety of business units with exciting and meaningful work waiting for you, including Communications, HR, Legal and Corporate Affairs, Supply Chain, Finance, and Real Estate. If you are considering your next step, we have exciting opportunities waiting for you. Come build a rewarding career at Rogers and be a driving force behind our success story!

**Job Title:** Analyst, Compensation

The Compensation team is accountable for developing, implementing and communicating the executive and broad-based compensation programs across all of Rogers (Communications Group and Media) in order to drive performance, and improve the ability to attract and retain talent. We design programs and solutions that promote internal equity, market competitiveness and performance differentiation. In addition, we develop systems and processes that improve manager and employee experience.

Reporting to the Sr Manager, Compensation, the Analyst, Compensation supports the administration of various compensation programs such as Federal pay equity, job evaluation and the year-end cycle, among others.

Working within a team environment, this position will have the following responsibilities:

- Assist in providing support to HR Business Partners and their client groups on compensation related matters
- Provide compensation analysis and reporting including compensation planning, trending, and modeling
- Support market review process which includes maintaining market match library, benchmarking, market pricing and other related tasks
- Support the completion of various salary market surveys and organizing compensation data
- Participate in the administration of compensation programs including focal review programs, data audits and interpreting salary administration policies
- Participate in annual cycles such as merit, bonus and total compensation statements
- Work with team to continually identify and implement process improvements

**What you bring:**

- 2-3 years related experience in Human Resources or Compensation within a large organization or with a consulting firm
- Post secondary degree or diploma in Human Resources, Finance, Business or related discipline or equivalent combination of education and experience
- Working towards CCP designation an asset
- Strong quantitative analysis skills
- Excellent oral and written communication, planning and organization skills
- Proficient in MS Office, with advanced Excel skills
- Able to manage multiple deliverables/deadlines
- Flexible and adaptable; accurate and detail-oriented; can work in a complex, changing work environment

This is a hybrid work position and will require you to be in office, 3 days per week. You can choose which days in office work best for you!

**Schedule:** Full time  
**Shift:** Day  
**Length of**

Contract: Not Applicable (Regular Position)<br>Work Location: 333 Bloor Street East (012), Toronto, ON<br>Travel Requirements: Up to 10%<br>Posting Category/Function: Human Resources & Compensation<br>Requisition ID: 304038<br>&#160;<br>At Rogers, we believe the key to a strong business, is a diverse workforce where equity and inclusion are core to making everyone feel like they belong. We do this by embracing our diversity, celebrating our different perspectives, and working towards creating environments that empower our people to bring their whole selves to work. Everyone who applies for a job will be considered. We recognize the business value in creating a workplace where each team member has the tools to reach their full potential by removing any barriers for equal participation. We work with our candidates who are experiencing a disability throughout the recruitment process to ensure that they have what they need to be at their best. Please reach out to our recruiters and hiring managers to begin a conversation about how we can ensure that you deliver your best work. You matter to us! For any questions, please visit the <b><a href="https://performancemanager4.successfactors.com/doc/custom/RCI/Recruitment\_Process-FAQ-EN.pdf">Recruitment Process FAQ</a></b>. &#160;<p>&#160;<p>Successful candidates will be required to complete a background check as part of the hiring process.<br>&#160;<br>Posting Notes:&#160;&#160;Corporate<br>&#160;</p>

For more information, visit Rogers for Compensation Analyst