



# 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

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## Sr. Analyst, Sales Compensation Delivery

**Job ID** 219950-en\_US-5130

**Web Address**

[https://careers.indigenous.link/viewjob?jobname=219950-en\\_US-5130](https://careers.indigenous.link/viewjob?jobname=219950-en_US-5130)

**Company** Rogers

**Location** Toronto, ON

**Date Posted** From: 2021-05-04 To: 2050-01-01

**Job** Type: Full-time Category: Telecommunications

### Description

<p>At Rogers, we connect Canadians to a world of possibilities and the memorable moments that matter most in their lives. Every day we wake up with one purpose in mind. To bring loved ones together from across the globe. To connect people to each other and the world around them. To help an entrepreneur realize their dream. A sports fan celebrate a special moment.<br><br>Because we believe connections unite us, possibilities fuel us, and moments define us. As we grow our team, the well-being of our team members remains our top priority. To ensure the health and safety of our team members, including those in the recruitment process, our team members are temporarily working from home.</p><p>The Sr. Analyst &#8211; Sales Compensation Delivery will report to the Sr. Manager Sales Compensation Delivery &#8211; CBU Channels and will support the Consumer Business Unit Internal Compensation department of Rogers Communications Inc. The CBU Channel Compensation Team is responsible for the execution and set-up of Commissions, Communications, Inquiries and Reporting. The successful candidate will leverage analytical skills, customer service and business acumen which will play an instrumental role in the execution of compensation payments.</p><p>Responsibilities:</p><ul><li>Ensure all set-ups are done correctly to process accurate and timely payment of commissions to CBU Sales Channel</li><li>Review documentation submitted by the Sales Channels to ensure program compliancy prior to payment</li><li>Ensure operational controls for all set-up processes &#160;and payments are in place and are working effectively</li><li>Implement proactive solutions and identify new processes to reduce compensation inquiries and escalations</li><li>Lead in cross functional meetings with the ability to highlight and identify compensation issues while determining execution and operational impacts</li><li>Liaise with I.T. teams on system fixes and trouble tickets</li><li>Create/update process documentations on payment work flow</li><li>Reporting and analytics on CBU Channel payments</li><li>Implementation of special projects and ad hoc requests as required</li><li>Provide financial analysis support to the Sales Compensation Team</li><li>Provide coaching and support to the team to bring out optimal performance in meeting their objectives through both open communication and with a professional

attitude&lt;/li&gt;&lt;/li&gt;Provide support to senior management as needed&lt;/li&gt;&lt;/ul&gt;&lt;/p&gt;Qualifications:&lt;/p&gt;&lt;/ul&gt;&lt;/li&gt;3-5 years relevant work experience in a Finance analysis, Data analysis, or Sales Compensation role&lt;/li&gt;&lt;/li&gt;SQL knowledge is a must; advance MS Access and MS Excel skills&lt;/li&gt;&lt;/li&gt;3 + years&#8217; experience in SQL scripting, store procedure, writing complex queries and functions&lt;/li&gt;&lt;/li&gt;Attention to detail and exacting quality standards required in particular as it relates to accuracy of data&lt;/li&gt;&lt;/li&gt;Excellent analytical, problem solving, planning, process and organizational skills are a must&lt;/li&gt;&lt;/li&gt;Strong time management skills, with the ability to manage multiple tasks and objectives&lt;/li&gt;&lt;/li&gt;Highly effective communication skills (oral and written), coupled with strong presentation skills&lt;/li&gt;&lt;/li&gt;Ability to manage own work flow and meet deadlines while responding to frequent demands of multiple customers&lt;/li&gt;&lt;/li&gt;A motivated, self-starter capable of owning and driving assignments to completion&lt;/li&gt;&lt;/li&gt;Extensive experience with data and process set up, management and analysis&lt;/li&gt;&lt;/li&gt;Ability to work after-hours if required&lt;/li&gt;&lt;/ul&gt;&lt;/p&gt;Core Competencies:&lt;/p&gt;&lt;/ul&gt;&lt;/li&gt;Adaptability, Initiative, Integrity, Individual Accountability, Operational Excellence, Determination, Teamwork and Collaboration&lt;/li&gt;&lt;/ul&gt;&lt;/p&gt;Role Specific Competencies:&lt;/p&gt;&lt;/ul&gt;&lt;/li&gt;Strategic understanding, Analytic, Results Oriented, Innovative, Problem Solving/Judgment, Information Seeking, Relationship building&lt;/li&gt;&lt;/li&gt;Create and provide updates on all documents required for maintaining profiles of our internal and external partners&lt;/li&gt;&lt;/li&gt;Contribute to a positive team environment with teamwork and open communication&lt;/li&gt;&lt;/ul&gt;&lt;/div&gt;&lt;/strong&gt;&#160;Full time&lt;/div&gt;&lt;/div&gt;&lt;/strong&gt;Shift:&lt;/strong&gt; Day&lt;/div&gt;&lt;/div&gt;&lt;/strong&gt;Length of Contract:&lt;/strong&gt; Not Applicable (Regular Position)&lt;/div&gt;&lt;/div&gt;&lt;/strong&gt;Work Location:&#160;&lt;/strong&gt;1 Mount Pleasant (083), Toronto, ON&#160;&lt;/div&gt;&lt;/div&gt;&lt;/strong&gt;Travel Requirements:&lt;/strong&gt; None&lt;/div&gt;&lt;/div&gt;&lt;/strong&gt;Posting Category/Function: &lt;/strong&gt;Human Resources & amp; Compensation&lt;/div&gt;&lt;/div&gt;&lt;/strong&gt;Requisition ID:&lt;/strong&gt; 219950&lt;/div&gt;&lt;/div&gt;&#160;&lt;/div&gt;&lt;/div&gt;&lt;/strong&gt;Together, we&apos;ll make more possible, and these six shared values guide and define our work:&lt;/strong&gt;&lt;/div&gt;&lt;/div&gt;&#160;&lt;/div&gt;&lt;/ol&gt;&lt;/li&gt;Our people are at the heart of our success&lt;/li&gt;&lt;/li&gt;Our customers come first. They inspire everything we do&lt;/li&gt;&lt;/li&gt;We do what&#8217;s right, each and every day&lt;/li&gt;&lt;/li&gt;We believe in the power of new ideas&lt;/li&gt;&lt;/li&gt;We work as one team, with one vision&lt;/li&gt;&lt;/li&gt;We give back to our communities and protect our environment&lt;/li&gt;&lt;/ol&gt;&lt;/div&gt;&#160;&lt;/div&gt;&lt;/div&gt;&lt;/p&gt;&lt;/em&gt;What makes us different makes us stronger. Rogers has a strong commitment to diversity and inclusion. 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. At Rogers, we value the insights and innovation that diverse teams bring to work. We work with our candidates with disabilities 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

<a href="https://performancemanager4.successfactors.com/RCI/Rogers+Inbox+FAQ+April+2019+-----+UPDATED\_+(002).pdf">Rogers  
FAQ</a>.</em></p></div><div>&#160;</div><div>Posting  
Notes:&#160; Corporate&#160;</div>

For more information, visit Rogers for Sr. Analyst, Sales Compensation Delivery