



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.Link's 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.

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/05/07

Specialist, Compensation

Job ID	oxg8gfwV-11955-6196
Web Address	https://careers.indigenous.link/viewjob?jobname=oxg8gfwV-11955-6196
Company	EPCOR
Location	Edmonton, Alberta
Date Posted	From: 2021-10-07 To: 2050-01-01
Job	Type: Full-time Category: Utilities

Description

In order to ensure the health and safety of our teams, EPCOR requires all new hires to be fully vaccinated against COVID-19. Candidates who cannot be fully vaccinated on the basis of a protected legal ground may request an accommodation. We ask all candidates to consider this requirement when applying for a role at EPCOR. Highlights of the job

We are hiring a Full-Time Permanent Compensation Specialist working out of Edmonton, AB. As the Specialist, Compensation, you are accountable for conducting analysis, developing recommendations and the implementation and administration of EPCOR's compensation programs in both Canada and the United States. This includes leading compensation projects, survey participation, developing costing models to support bargaining and board activities, establishing a network of contacts, gathering market data, and conducting research and analysis. Utilizing your subject matter expertise, you will also support various Total Rewards projects, initiatives and annual compensation activities as well as extending analytical support to other functional areas within the Total Rewards department including Analytics, Benefits & Wellness, Payroll and Labour Relations. What you'd be responsible for

Providing input to the Senior Manager, Compensation & Analytics regarding compensation plans and direction as it aligns with the EPCOR and Total Rewards strategy. Developing, implementing and achieving level appropriate deliverables and goals of the Total Rewards business plan. Participating in third party surveys, gather market data, researching market conditions and competitive practices, analyzing findings and developing recommendations consistent with EPCOR's compensation philosophy. Developing costing models and providing support in the development of bargaining mandates and support the collective bargaining process. Administering the annual merit and incentive programs, which may include developing budget recommendations, HRIS Compensation system requirements, base salary and short-term incentive award budgets and payout ranges, communication tools, payroll implementation and reporting. Working with HRIS SME and IT to ensure accurate data and system readiness for compensation programs; setting up and administering annual base salary and short-term incentive processes using the HRIS Compensation system. Providing leadership in maintaining the internal equity of EPCOR's job evaluation frameworks, including making final determination of level assignment. Supporting Compensation policy or program development, as required. Providing input, revising and updating existing compensation practices, programs and processes to ensure compliance to policies, standards, regulatory requirements and ensure effective mitigation of risks. Providing consultation, recommendations, training, resources and support for various compensation issues to HR functional areas and other departments. Developing effective network of external contacts in order to facilitate the collection of relevant competitor market data and on competitor competitive practices. Providing expanded analytics support and participate in various Total Rewards projects and initiatives as team member or lead, as required.

What's required to be successful

A Bachelor's Degree in Human Resources or Management, or equivalent is required. A minimum of 5 years of progressively responsible experience in human resources is required. This includes experience with market pricing, pay structure development, short term incentive plans, third party survey participation, and job evaluation. Experience as an HR Generalist is considered an asset.

A CCP designation would be considered an asset. Intermediate to advanced MS Excel skills. Previous experience and familiarity working with Oracle and Oracle BI reporting or other human resource information systems. Demonstrated understanding of the holistic role of total rewards in the employee value proposition. Excellent analytical and technical skills. Statistical knowledge and/or experience. Demonstrated competency using Excel and HRIS technology. Strong problem solving abilities. Attention to detail with an ability to pinpoint discrepancies in large volumes of data. Strong presentation, oral and written business communication skills, with the ability to translate specialized information and communicate at all levels in the organization. Ability to effectively present information to groups of people. Ability to plan projects and work with multiple stakeholders. Strong advisory, consulting and conflict management skills. Highly organized with ability to successfully manage multiple priorities/activities under tight timelines.

Other important facts about this job

Jurisdiction: PRO Hours of work: 80 hours biweekly. Application deadline: November 14, 2021. Learn more about Working at

EPCOR! Please note the following information: A requirement of working for EPCOR is that you are at least 18 years of age and legally entitled to work in Canada. (A copy of a valid work permit may be required.) If you are considered for the position, clearance on all applicable background checks (which may include criminal, identity, educational, and/or credit) and professional reference checks is required. Some EPCOR positions require an enhanced level of background assessment, which is dictated by law. These positions require advanced criminal record checks that must also be conducted from time to time after commencement of employment. A technical/practical assessment may be administered during the selection process and this exercise will be used as a part of the selection criterion. To meet the physical demands required of some positions, candidates must be in good physical condition and willing to work in all weather conditions. Clearance on pre-placement medical and drug and alcohol testing may be required.

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For more information, visit EPCOR for Specialist, Compensation

