

Senior Compensation HR Generalist

David Harris

Professional summary

Results-driven Senior Compensation HR Generalist with a deep understanding of structures, salary benchmarking, and benefits administration. Experience in designing and implementing competitive pay structures that align with business goals and employee satisfaction. Skilled at conducting compensation analysis to ensure equity and compliance with regulations.

Experience

Senior Compensation HR Generalist

2016 - Now

TechWave Solutions / San Francisco, CA

- Design and implement a new compensation strategy, aligning pay structures with company goals and boosting employee satisfaction by 20%.
- Lead analysis projects to ensure pay equity across departments, conducting regular market research and adjusting compensation packages to stay competitive.
- Manage benefits administration, including health insurance, 401(k), and wellness programs, improving employee participation in benefits programs by 25%.
- Collaborate with senior leadership to develop performance-based incentive programs that linked compensation to key performance metrics and company success.

Compensation Analyst


2012 - 2016


Global Innovations Corp. / San Francisco, CA


- Conducted salary surveys and market research to ensure the company's pay scales were competitive with industry standards and geographic location.
- Assisted in developing a performance-based bonus structure, improving employee productivity by 15% year-over-year.
- Analyzed compensation data and made recommendations to senior leadership to correct disparities and improve pay equity within the organization.
- Supported HR compliance by ensuring adherence to compensation regulations, including FLSA and EEOC guidelines.

Volunteering

- HR Consultant for a local startup accelerator program helping tech entrepreneurs build effective teams.

 (555) 246-8109

 david.harris@email.com

 San Francisco, CA

Education

M.S. in Human Resources Management

University of California, Berkeley, CA |
Graduated May 201

B.A. in Business Administration

San Francisco State University, CA |
Graduated May 2008

Certifications

- Certified Compensation Professional (CCP) | July 2017
- Certified Benefits Professional (CBP) | September 2016

Skills

Compensation Analysis	<div></div> <div></div> <div></div> <div></div> <div></div>
Salary Benchmarking	<div></div> <div></div> <div></div> <div></div> <div></div>
Benefits Administration	<div></div> <div></div> <div></div> <div></div> <div></div>
Pay Equity Analysis	<div></div> <div></div> <div></div> <div></div> <div></div>
Market & Salary Research	<div></div> <div></div> <div></div> <div></div> <div></div>
Job Evaluations & Classifications	<div></div> <div></div> <div></div> <div></div> <div></div>
Compensation Structures	<div></div> <div></div> <div></div> <div></div> <div></div>
HRIS Systems (ADP, PeopleSoft)	<div></div> <div></div> <div></div> <div></div> <div></div>

Languages

- ◆ Fluent in Mandarin and English