
Senior Compensation Consultant - Toronto Toronto, ON

Overview

Founded in 1992, our client now employs more than 200 employees and is fully owned by its experts. With offices in Montreal, Quebec City and Toronto, it provides advisory services in six fields of expertise: health & performance, compensation, group benefits, pension & savings, asset management consulting and communication. Their mission is to create human capital and financial performance with their clients through the excellence of their experts ignited by a total rewards mindset. What total rewards means to our client? The monetary and non-monetary offer that sets an organization apart to attract talent and drive performance.

With more than 400 clients, ranging from small businesses to major corporations in the public, parapublic and private sectors, the company makes it its business to put clients first. They are currently looking for a Senior Compensation Consultant to contribute to the business and expertise growth in Toronto.

What You Will Do

- Identify and pursue new business opportunities with prospective clients;
- Establish strategies and develop solutions that meet client needs including but not limited to:
 - Broad-based compensation e.g. salary structures;
 - Incentive plans;
 - Job evaluation;
 - Pay equity strategies;
 - Total rewards alignment.
- Monitor trends in compensation and recommend solutions;
- Contribute to the visibility of the firm's expertise and brand in public forums (conferences, training sessions, articles, etc.);
- Collaborate with other consultants across the company;
- Provide development and mentoring opportunities for junior consultants.

Skills & Qualifications

- 10-15 years of experience in compensation;
- Experience working in a consulting practice (asset);
- Experience leading a compensation team (asset);
- Hold a Bachelor's degree in Human Resources or the equivalent;
- Adherence to the company values: excellence, respect for individuals, initiative, collegiality;
- Leadership and strong interest for team work;
- Rigor and strong analytic capabilities;
- Transparency and diplomacy;
- Agility and listening skills;
- Meeting presence and strong oral and written communication skills;
- Ability to manage several projects, defined budgets and tight deadlines;
- Desire to be part of an entrepreneurial business;
- Experience building strong client relationships.

Why Join?

The Organization. Creating human capital and financial performance with clients through the excellence of their experts ignited by a total rewards mindset.



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The Role. Senior Compensation Consultant to contribute to the business and expertise growth in Toronto.

The People. Multidisciplinary teams and a unique blend of generations and opinions are what allows our client to offer a truly integrated expertise without silos and sustained by experienced and dedicated professionals.

Your Next Steps

Email your resume in **word format** to ctucci@radarhh.com. Please quote **project #106612** in the subject line. radar promotes the highest standards of integrity and principles of quality, diversity, equity, and ethical practice. We thank all those who submit their résumés. Only those selected for further consideration will be contacted.

