

Job Title: Compensation Analyst

Location: Lake Success, NY

Canon USA, Inc.

Compensation Analyst

This is a very exciting time for Human Resources at Canon USA as we have just implemented many new HR programs. You will work directly with Canon business groups with regard to the newly implemented broad bands, a new job titling structure, and revised processes for our merit and bonus programs.

The Compensation Analyst position is an integral part of Canon USA's Human Resources organization. In this position you will provide comprehensive analytical support to ongoing compensation programs. You will conduct analyses of jobs, salaries, and incentives in order to evaluate internal equity, external competitiveness, and legal compliance of the company's pay practices. The strong performer will make recommendations regarding position evaluations and market rates for specific jobs and assist in the development and/or administration of incentive programs, performance review and merit-rating programs. The Compensation Analyst also reviews salary increases for compliance with company policy and participates in and/or conducts compensation surveys.

Canon USA is poised for extensive growth and the changes we are making within Human Resources are designed to encourage and reward employees while at the same time help lead Canon to continued success.

The ideal candidate will have a bachelor's degree with 1-2 years of compensation experience. Strong quantitative analysis skills as well as proficiency with Microsoft Excel are required. Excellent oral and written communication skills necessary for this position. Successful candidate must have the ability to take initiative, exercise independent thinking, and work well within a team. Experience with PeopleSoft is a plus.

If interested, please contact Michael Marcis at mmarcis@cusa.canon.com