

Rockaway, NJ

Compensation and Benefits Analyst, Human Resources

About Warner Chilcott

Warner Chilcott is a leading specialty pharmaceutical company currently focused on the women's healthcare, gastroenterology, dermatology and urology segments of the U.S. and Western European pharmaceuticals market. It is a fully integrated company with internal resources dedicated to the development, manufacturing and promotion of its products. We have established strong franchises in women's healthcare and dermatology through our marketing techniques and specialty sales forces. We believe that our proven product development capabilities, coupled with our ability to execute acquisitions and licensing transactions and develop partnerships will enable us to sustain and grow our business.

The individual will be responsible for the following activities:

- Works with various HR business partners in executing projects where you will assist in develop and maintain project schedules and timelines while demonstrating the ability to handle highest level of confidential information and interact with all levels of management
- Assists in defining and/or implementation of new/revised business processes including development of business procedures around compensation and benefits. May lead small-scale process improvement projects.
- Support the management of employee compensation programs including the annual merit increase, annual incentive and long-term incentive plan
- Participate in salary surveys and conduct analysis of compensation survey responses to ensure that compensation remains competitive to attract, retain and motivate employees
- Provide market pricing of company positions as compared to relevant competitive markets
- Evaluate positions based on profiles, internal data and market data to determine appropriate salary and job grade; maintain records of decision making process
- Participate in the design of base, merit, bonus, incentive and commission plans for appropriate employee groups (including sales force)
- Supports Director, Global Compensation & Benefits in the design and implementation of benefit policies and procedures by defining and analyzing requirements
- Gathers and maintains international benefits data for basic reporting and analysis and lead related projects

Qualifications

- Bachelors degree required
- Possess the ability to analyze and clearly document research findings related to Comp & Benefits as needed
- Possess the ability to escalate issues and mitigate risk where needed
- 2 to 5 years working experience either in project management, benefits and/or compensation
- International and/or pharmaceuticals experience is a plus

Candidates must be authorized to be employed in the United States. Candidates should be willing and able to travel as necessary. Candidates must be organized and have excellent oral presentation and communication skills. Candidates must also successfully pass a drug test and background check.

Warner Chilcott realizes that our success as an organization is dependant upon our people. We seek aggressive, success oriented and adaptable associates. Please apply at jobs@wcrx.com and reference "Comp&BenAnalystEW" in the subject.