



St. Luke's is actively seeking a dynamic and experienced **Compensation Analyst** to join our talented HR team. This individual will assist in the development, implementation and administration of compensation programs for St. Luke's Health System. The Compensation Analyst will analyze business needs to identify strategic solutions to complex compensation issues that balance the needs of the business and the goals of the system; consult with the business to proactively identify opportunities for process and program improvements; and partner with other members of the human resources team to inform and support senior leadership decision-making by providing meaningful analysis and thoughtful recommendations. This position will serve as a strategic partner for one or more specifically assigned business lines as well as system-wide programs, and will collaborate with colleagues across human resources, finance, and other key stakeholder groups to assure responsible and consistent stewardship of company compensation dollars.

Required Criteria

- Bachelor's degree in human resources, business administration or related field OR 4 years of additional experience in lieu of degree.
- 4 years of relevant experience

Preferred Criteria

- Strong problem-solving, influencing, communication, and presentation skills.
- Strategic mindset with a consulting focus.
- HRIS experience with Lawson, PeopleSoft, or another major HRIS system preferred.
- Experience with a salary planning tool such as Pay Factors or Market Pay.

Our employees enjoy many benefits, some of the most popular are tuition reimbursement, hospital retirement contributions, and hospital-supported on-going training and education. If you're looking for a place where you can grow in your personal life, in your career, and in your community, St. Luke's may be just the place for you.

A strong, talented staff is at the heart of St. Luke's Health System. We are the state's largest employer with more than 13,500 employees and a medical staff of more than 1,800 physicians and advanced practice clinicians. Our employees are dedicated to impacting the lives of those in our community while pursuing a life-changing career at St. Luke's. Our staff is the reason for our outstanding reputation as both a quality employer and superior healthcare organization. We're proud of our people who deliver skilled, compassionate care every day, and are looking to add dedicated individuals who will continue in the same tradition of excellence.

#One of American's Top 15 Health Systems - U.S. News & World Report, "America's Best Hospitals 2015-2016"

For more information or to apply, visit our website at www.stlukesonline.org/careers or contact Katelyn McMahan, recruiter at mcmahaka@slhs.org.

**St. Luke's is an equal opportunity employer and does not discriminate against any person on the basis of race, religion, color, gender, gender identity, sexual orientation, age, national origin, disability, veteran status, or any other status or condition protected by law.*

