



We're here to help.™

Compensation Consultant-1700021480

Link to apply:

https://bmo.taleo.net/careersection/privcareer_jobdescription/jobdetail.ftl?job=1700021480&lang=en_GB

Email:

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The Compensation Consultant, reporting to the Senior Manager, Compensation, plays a significant role as a member of the team serving as trusted advisors and compensation subject matter experts to the assigned client group. This role supports the Senior Manager in guiding the business to arrive at strategic compensation decisions, and assists with providing analysis, advice, and governance to enable thoughtful and creative solutions that respond to business needs and adds value.

The consultant also ensures that our compensation programs align with business strategies, BMO's compensation philosophy, and regulatory requirements. The Compensation Consultant will collaborate with HR Business Partners, business leaders, and other stakeholders to provide support and direction on both individualized requests and broader compensation projects.

Key Accountabilities:

- Collaborate with the Senior Manager and Compensation Analyst to support HR Business Partners in delivering strategic compensation guidance and advice to business leaders for all non-executive roles.
- Develop and continually expand knowledge of the business strategy of assigned group in combination with general industry knowledge and market business trends to provide effective consultation.

- Provide advanced analytical, peer review, and project management support for compensation reviews, which encompass competitive benchmarking, base pay administration, financial modeling and costing projections. The Consultant may lead or facilitate projects and works with the Analyst to develop preliminary recommendations and presentation materials to review with the Senior Manager.
- Support new hire or internal out-of-cycle compensation decision-making by either modeling recommendations directly, or assessing the model prepared by the Analyst for the Senior Manager's review and approval.
- Participate in the annual base pay review and year-end incentive pay process, and ensure incentive pools and pay spend align with appropriate performance levels.
- Oversee the annual compensation survey and market review process to ensure integrity of survey submissions, coordinate the analysis of results, interpret findings and develop presentation materials.
- Contribute to the development of education materials on Compensation for managers and/or HR Business Partners to enable decisions that are in line with BMO's compensation and business objectives.
- Play an active role in enhancing the knowledge, skills, and capabilities of more junior members of the compensation team.
- Build and maintain relationships with internal stakeholders and compensation professionals in financial services and other industries to gather business intelligence and better understand the competitive landscape.
- Respond to ad-hoc requests as needed.

Key Competencies:

- Motivated, driven, and takes pride in delivering quality work; strong focus and precise attention to detail.
- Thrives in a rapidly changing environment and maintains a sense of urgency.
- Volunteers for new challenges without waiting to be asked.
- Possess innate professional curiosity and constantly improves processes and tools.
- Comfortable with ambiguity and developing solutions based on limited data available.
- Enjoys building rapport and relationships with others within and outside the organization
- Eager to share knowledge and best practices with others
- Maintains a sense of humour under pressure

Qualifications

- Strong project management skills and proven capability to balance competing priorities.
- 3-5 years of progressive compensation experience.
- Undergraduate degree or diploma.
- Able to take data and build a business case to influence desired outcomes.
- Knowledge of the financial services industry is an asset.
- CCP and CHRP designations are assets.

We're here to help

At BMO we have a shared purpose; we put the customer at the centre of everything we do – helping people is in our DNA. For 200 years we have thought about the future—the future of our customers, our communities and our people. We help our customers and our communities by working together, innovating and pushing boundaries to bring them our very best every day. Together we're changing the way people think about a bank.

As a member of the BMO team you are valued, respected and heard, and you have more ways to grow and make an impact. We strive to help you make an impact from day one – for yourself and our customers. We'll support you with the tools and resources you need to reach new milestones, as you help our customers reach theirs. From in-depth training and coaching, to manager support and network-building opportunities, we'll help you gain valuable experience, and broaden your skillset.

To find out more visit us at <https://bmocareers.com/>.

BMO is committed to an inclusive, equitable and accessible workplace. By learning from each other's differences, we gain strength through our people and our perspectives. Accommodations are available on request for candidates taking part in all aspects of the selection process.