

**Role: Senior Vice president, Compensation**

**Location: New York, New York**

## **SENIOR VICE PRESIDENT, GLOBAL COMPENSATION**

IPG DXTRA is a wholly-owned unit of The Interpublic Group of Companies (NYSE: IPG), a global leader in modern marketing solutions with 48,000 diverse and talented individuals located in over 49 countries worldwide. As a shared service provider, IPG DXTRA delivers human resources, learning and development, information technology, legal, and financial services to more than 20 specialist brands and affiliates within the IPG family. Our major global brands include Weber Shandwick, Golin, FutureBrand, Jack Morton and Octagon.

We are seeking a highly motivated individual to join our team as a Senior Vice President overseeing Global Compensation & Special Projects reporting into the Executive Vice President, Global Compensation, Analytics & Planning. This individual will provide thought leadership and strategic guidance in an area extremely important to our employees.

This person will be responsible for strategy, design, communications, administration and compliance of IPG DXTRA's Special Incentive Programs. This position will also lead the planning, project management, design, development, implementation and administration of compensation programs and policies that support the business strategy and talent objectives. S/he will lead and be the "go to" expert in the compensation function. This is a unique opportunity to drive compensation/incentive initiatives across a diverse organization with multiple businesses, while becoming a key resource for executives to ensure we attract and retain top talent.

Provide leadership and strategic guidance for IPG DXTRA's Compensation professionals who are tasked with supporting the agency level compensation needs of all our Business Units. Specific responsibilities of the compensation group include the following:

- Review, recommend, design and communicate our compensation structure to ensure consistency across the organization, and appropriate leveling with internal and external benchmarks.
- Lead development, discussion and communication of our compensation philosophy appropriately throughout the Company.
- Partner with internal HR business partners to address compensation-related needs at different levels
- Analyze internal and external market data; prepare and present recommendations to Senior Leaders, HR business partners, Finance and top executives.
- Assist with assessment of current compensation levels and mix relative to the external market and to internal peers.
- An experienced Compensation professional with strong financial, analytical and interpersonal skills. An ability to interact at all levels and with a diverse group of businesses and functions.
- A leader that can manage and be agile in a fast-paced, hands-on culture with strong expectations on deliverables. Highly analytical experience coupled with the ability to execute and communicate. Ability to develop spreadsheets that "tell a story" and can be easily understood and explained.
- Core ability to influence and work through others, including HR peers and Finance to gather feedback, develop strategies, and help the business execute appropriate strategies.
- Track record of successful, long-lasting relationship building. Possess an ease in working with senior leaders.

**EDUCATION & EXPERIENCE**

- 10 to 15+ years of progressive experience in compensation, including 5+ years of management experience leading a compensation function, ideally in a company with at least 7,000 employees.
- 10+ years of progressive compensation experience.
- CPP preferred
- Undergraduate degree in human resources management, finance, business, or related field preferred.

**QUALIFICATIONS**

- Creative thinker who can provide strategic thought leadership, think analytically and solve complex issues and challenges.
- Ability to be 'hands on' and work both tactically and strategically to ensure business needs are met.
- Fundamental knowledge of all rewards disciplines (e.g. core and incentive compensation plans, and executive long-term incentives).
- Strong knowledge and experience using high-quality compensation survey tools.
- An exceptional skill for capturing and translating HR data to insights & action and implementing/refining HR systems and processes.
- Agile, flexible and comfortable working in a change intensive environment.
- Exceptional interpersonal communications effectiveness, including verbal, written, presentation and persuasion skills.
- Strong influencing, negotiation and communication skills with the ability to present ideas at the senior level and gain executive buy-in and alignment around key priorities.

*IPG DXTRA is proud to be an Equal Opportunity/Affirmative Action employer. IPG DXTRA recruits qualified applicants without regard to race, color, religion, gender, age, ethnic or national origin, protected veteran status, physical or mental disability, sexual orientation, gender identity, marital status or citizenship status.*