

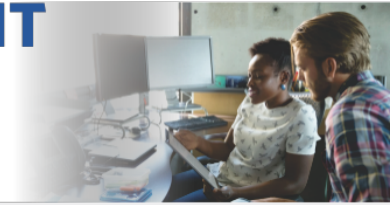


UTA JOB ANNOUNCEMENT

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Utah Transit Authority is an Equal Opportunity Employer of all persons regardless of race, color, religion, sex, national origin, age, disability, covered veterans, sexual orientation and gender identity. Women, minorities and people with disabilities are encouraged to apply.

Job Title	Sr Compensation Analyst: req940	Type of Posting: Internal/External
Deadline	Open until filled	Location: Salt Lake City
Job Summary	Acts as internal staff consultant for management on compensation matters. Performs a full scope of activities associated with the development and administration of compensation including special studies, labor market surveys, and analyses. Administers market-based employee compensation system. Tracks and assigns jobs for reevaluation. Updates current job descriptions for positions to ensure major duties and responsibilities are up-to-date. Ensures job consistency throughout the organization with respect to job evaluations and descriptions. Works with Human Resources management to prepare annual recommendations for the salary budget. Works with management and HR Business Partners in short- and long-range planning of the organization's compensation and staffing programs. Maintains HRIS and Reward databases related to compensation. Recommends and implements job design and compensation solutions which are consistent with federal law and UTA policy. Analyzes and develops compensation policies and HR SOPs.	
Minimum Qualifications	<p>EDUCATION/TRAINING:</p> <ul style="list-style-type: none"> Bachelor Degree in Business Administration or a related field. Master Degree in Business Administration preferred. Certified Compensation Professional (CCP) preferred. <p>EXPERIENCE:</p> <ul style="list-style-type: none"> Six years progressively responsible experience in Human Resources to include at least three years' in compensation. Solid knowledge of survey and statistical techniques for compensation programs analysis, position description composition, analyzing and classifying jobs, establishing salary structures/ranges, and rates and range adjustments. Must be able to work independently in designing and leading compensation-related project planning and implementation. <p>Knowledge:</p> <ul style="list-style-type: none"> Moderate to advanced knowledge of compensation theories and practices, federal, state and local labor laws and regulations and their application <p>Skills:</p> <ul style="list-style-type: none"> Advanced proficiency in MS Word and Excel Advanced written, verbal, and interpersonal skills using tact, discretion, courtesy, and patience Advanced HRIS and compensation software experience <p style="text-align: center;">- OR -</p> <p style="text-align: center;">An equivalent combination of relevant education and experience. [UTA reserves the right to determine the equivalencies of education and experience.]</p>	
Pay Rate	\$76,924 – 88,463 Annually based upon experience	
Benefits	UTA offers a competitive Total Rewards Package with features to meet the needs of a diverse workforce and their families. Package includes: competitive pay; an employee health and wellness program including a free on-site clinic with no cost to employees and dependents; on-site fitness facilities; medical, dental, life, vision and disability insurance; flexible spending account; 457 retirement; pension plan; retiree medical account; transit passes for employees and dependents; tuition reimbursement; paid time off including 11 holidays/year; training development and career advancement opportunities.	
How to Apply	<p>Apply on our website at: www.rideuta.com For additional questions, please call Human Resources at 801-287-2324 To learn more and connect with UTA, please follow us on:</p> <p style="text-align: center;"> </p> <p style="text-align: center;">All UTA property is designated as Tobacco-Free</p>	

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