

Senior Compensation Researcher

Posting Code: BE106

Overview

ERI specializes in outsourcing of compensation and benefit research and now serves over 10,000 corporate subscribers via its **Assessor Series** products, **ERI Salary Surveys**, and online offerings. Subscribers include most Fortune 500 companies, the IRS, state AG Offices, and most major consulting firms. ERI's research databases and products are used by subject matter experts for business planning and analyses (Professional editions) and by expert witnesses and consultants, often for matters related to litigation (Consultant editions). "Clicking" on a dot and retrieving source survey documents and assessing data rates of error are what make aERLe (all ERI entities) products unique.

Research

Position Title:

Senior Compensation Researcher

Reporting to:

Research Director

Incumbent

Open

Location:

Bellingham, Washington

Primary Job Duty:

- ❑ Conducts a variety of research projects, data analyses, and computer program development projects related to data collection and job identification for the International Global Salary Calculator, including *programming with SAS within an SQL database environment*.

Other Job Duties:

- ❑ Programs with SAS, working with SQL databases, logging to project management systems (web and PC), and keeping daily logs.
- ❑ Performs complex statistical analyses of large data sets, including various regression analyses and variable programming utilizing SAS for released datasets.
- ❑ Develops methods for modeling and analyzing quantitative data as it is collected (in various formats, including job family and position) related to compensation, benefits, or job work measures.
- ❑ Develops and implements techniques for visualizing and presenting data and analyses results (for both North American and European subscribers).
- ❑ Conducts a variety of ongoing projects related to the reporting, analyses, and program development of worldwide compensation, job, and geographic data.
- ❑ Participates in and analyzes results from compensation surveys and sources.
- ❑ Works with ERI office managers and research personnel in Rome, London, and Vancouver.
- ❑ Analyzes and works with job availability data, evidence of occupations occurring in concert with ERI Assessor Series[®] research and researchers.
- ❑ Analyzes and works with potential employer databases (US and other countries).
- ❑ Prepares datasets, writes technical manuals (research based), and generates subject matter expert articles.
- ❑ Provides webinars or teleconferences with subscribers (or potential subscribers), describing GSC and applicable research, applications, and methodologies.

Other Responsibilities:

- ❑ Prepares progress reports outlining data collection and analysis accomplishments.
- ❑ Light administrative duties, including use of time sheets on a daily basis.

Skills/Qualifications:

- ❑ Experience with SAS required; will be working in a SQL database environment.
- ❑ An advanced degree in mathematics, statistics, economics, industrial psychology, or similar field that requires thorough background in and extensive use of statistics. Candidates with Master's degree should have at least ten years of work experience in applied statistical research and job analyses. Ph.D. candidates must have a practical application focus, ability to program fluently, and some experience with compensation surveys.

- ❑ Ability to work with large data files and extract key facts and trends.
- ❑ Ability to understand statistics used in semantic search of prose, earnings, and skills embedded in job posting prose.
- ❑ Ability to develop predictive models (primarily utilizing various regression techniques), perform validation studies, and report data suitable for use in court presentations.
- ❑ Knowledge of specialized data mining and/or research analysis tools is a plus.
- ❑ Experience with survey design and delivery a plus.
- ❑ Experience with program utilities (such as VEdit) for the manipulation of large datasets; proficiency in Microsoft Word, Excel, and Outlook; proficient typing and keyboard skills.
- ❑ Excellent written communication and research skills and ability to handle multiple projects.
- ❑ Demonstrated project management skills, attention to detail, high level of accuracy, and ability to work effectively with people from multiple offices and cultures.
- ❑ Ability to exercise independent judgment, problem solve, and think “outside the box” to solve complex statistical problems.
- ❑ Results orientation; over 70% of each day will be spent analyzing data and programming.
- ❑ Able to act as a capable, active coach and mentor of others.
- ❑ Enthusiastic team player, but also capable of working independently.
- ❑ Positive attitude; understanding of importance of lost revenue to a non-government, non-publicly supported, privately funded, research enterprise.
- ❑ Travel may be required to support and gather data, guide service and research activities, manage projects, build staff capabilities, exhibit at conventions, and/or give convention speeches.

Site/Time:

- ❑ Monday through Friday in Bellingham, WA office – 8:00 AM to 5:00 PM

Compensation:

- ❑ Competitive salary with health, life, dental, vision, disability benefits, and a 401(k) retirement plan

Contact:

- ❑ Email your resume to jobs@erieri.com - fax: 800-753-4415 - mail to ERI, 8575 – 164th Avenue NE, Redmond, WA 98052 USA