



Senior Vice President, Compensation, Benefits and HRIS

Magellan Health Services is one of the nation's leading specialty Health Care providers. We are the premier partner in making quality health care affordable and innovating to bring clinical excellence into the lives of the people entrusted to our care.

Our leaders demonstrate Business Excellence, Personal Effectiveness, Engagement and Accountability and Innovation.

As we grow as a company, we are seeking a senior leader to guide our Compensation, Benefits and HRIS to the next level.

In this role, the candidate will serve as the strategic leader of the enterprise compensation, benefit, and HR systems. Partner with Executive Leadership to ensure cost effective, competitive plans, aligned with Magellan's business goals and growth strategy, and advance Magellan as a best in class employer. Ensure systems strategy and execution successfully positions for efficient, effective growth. Maintain external partnerships with healthcare and other industry organizations to enhance Magellan's presence, and promote the company's products and services. Contribute to the overall development and design of HR Strategies in alignment with the HR Leadership Team.

Essential Functions:

Direct the design of broad based wage and salary programs.

Develop Executive, business unit, and discipline specific compensation plans to include competitive short and long term incentive plans for management, frontline and sales / commissioned staff as appropriate per business unit / audience.

Design variable compensation plans for all job grades to support business objectives.

Oversee evaluation of jobs and application of existing job classifications, the assignment of job grades, salary ranges and FLSA status to positions.

Direct annual market survey and recommendations regarding changes in salary plans; oversee all activity related to published compensation surveys throughout the year and audit survey output, market trends and competitive pay positions to ensure MHS's salary plans meet overall company goals and objectives.

Responsible for ensuring MHS's compensation plans comply with state and federal laws and regulations and position Magellan competitively in the marketplace. Partner with finance and legal organizations on SEC-related matters, including proxy development.

Manage executive compensation reporting requirements and programs, including broadening the current supplemental accumulation plan to a wider audience, and assessing need for additional/different executive compensation tools.

Use extensive knowledge of the health care landscape, and creative benefit design, to implement and manage the company's health and welfare programs, ensuring competitive, cost-effective plans that drive a wellness culture.

Contract with and actively manage benefit plan, vendors, auditors, and consultants for services, premiums, and plan administration.

Analyze and evaluate services, coverage, and options available through insurance and investment companies to determine programs best meeting needs of organization.

Design and implement a multi-year wellness strategy to engage Magellan's employee base in improving their health and well being.

Actively manage benefits budget and ensure MHS realizes strong ROI of benefits.

Direct all communications regarding benefits plans to employees.

Oversee the provision of data to external benefits administrators to assist with compliance reporting i.e. 5500's, Summary Annual Reporting and discrimination testing

Manage processes and controls to ensure total compliance with regulatory agencies / organizations. Ensure effective design and management of executive benefit programs (life and disability).

Lead the HRIS, Payroll and Talent Platform groups. Determine best configuration of talent, processes and systems to accomplish HR and business goals.

Responsible for the development and leadership of all team members. Develop functional competencies, career paths, individual development plans, performance management and compensation of staff.

Actively participate as a senior member of the HR Leadership Team. Build and maintain strong, collaborative relationships with cross-functional HR Leaders, and senior leaders, partnering with them to support internal customers and business unit growth.

Responsible for financial analysis and budget development for compensation, benefit, and systems functions and plans. Actively manage budget to meet / exceed targets.

Requirements:

10 to 15 years of compensation and benefits leadership & management experience, including a proven track record of implementing executive compensation and equity programs that align senior management with shareholder value and drive achievement of business objectives. Proxy preparation, executive benefits, and deferred compensation plan experience important. Experience designing benefits programs so that they effectively balance market competitiveness and value while managing cost trend; experience leading employee engagement initiatives with regard to health and wellness important. Broad experience in compensation and benefit issue resolution, knowledge of marketplace, strong analytic skills, and demonstrated ability to present complex, detailed information in a human factored way.

Knowledgeable re: salary structure and development, surveys/benchmarking and job evaluation systems, and incentive plan design and effectiveness measures. Understands and connects the value of compensation and benefits plans to employee satisfaction and retention. Excellent judgment in dealing with sensitive materials, confidential information, and urgent executive compensation issues. Experience with vendor selection, negotiation and relationship management.

Strong Leadership skills and proven track record of being resourceful and innovative; respectful and helpful with a strong customer-service orientation. Takes ownership and strives for flawless execution. Demonstrated ability to collaborate and work in partnership with various stakeholders. Is an effective decision-maker who takes initiative. Sets high standards and drives toward results. Anticipates and adapts quickly to change. Thinks and acts strategically, with focus on the customer. Attracts and develops talent. Empowers, engages and inspires others.

Knowledge of Federal, state and local laws and regulations, including FLSA and Equal Pay Act. Advanced knowledge of DOL, Wage & Hour, ERISA, COBRA, HIPPA, FMLA, IRS regulations, and any other legislation affecting compensation and benefits.

Additional:

Magellan Health Services is proud to be a tobacco free workplace and an Equal Opportunity Employer. We offer a competitive benefits plan and a generous PTO plan.

Please apply online at www.magellanhealth.com using the requisition ID: 12318.