

POSITION OVERVIEW

Job Title: Sr. Analyst, Compensation and Workforce Analytics
Business Title: *Sr. Compensation Analyst*
Job Code: SRANSTCOMPWA
FLSA Status: Exempt
Department: People & Culture
Reports to: VP, Total Rewards
Location: Remote, USA
Draft Date: August, 2026
Revision Date: N/A
Approved By: Suzanne Rogers
Role: Individual Contributor

POSITION SUMMARY

The Senior Compensation Analyst is responsible for providing advanced analytical, operational, and consultative support for enterprise compensation programs across Mosaic and Radiology Partners. Reporting to the VP, Total Rewards, this role supports broad-based compensation work, including market pricing, salary structure administration, job evaluation, annual compensation planning, incentive program support, compensation reporting, and data integrity. This position is intended to complement the Compensation Manager role by providing strong analytical depth, project execution, and compensation program support across the enterprise. This role partners closely with the VP, Total Rewards, Human Resources, Talent Acquisition, Finance, HRIS, and business leaders to ensure compensation practices are competitive, equitable, consistent, and aligned with business objectives. The Senior Compensation Analyst will primarily support non-physician compensation programs and enterprise compensation initiatives and will not be responsible for physician compensation analytics.

POSITION DUTIES AND RESPONSIBILITIES

Compensation Analysis & Enterprise Program Support

- Provide advanced analytical support for enterprise compensation programs, primarily for Mosaic and Radiology Partners.
- Support the design, administration, and evaluation of broad-based compensation programs, including base pay, salary structures, market adjustments, and incentive programs.
- Conduct complex compensation analyses to evaluate internal equity, market competitiveness, pay compression, geographic pay considerations, and compensation trends.
- Develop clear, data-driven recommendations to support compensation decisions for new hires, promotions, transfers, market adjustments, retention actions, and reorganizations.
- Support enterprise compensation projects and initiatives as assigned by the VP, Total Rewards.

Market Pricing & Salary Structure Administration

- Conduct market pricing and benchmarking for new and existing non-physician roles using approved compensation surveys and market data sources.

- Maintain salary structures, pay grades, job pricing records, and compensation guidelines to ensure accuracy and alignment with compensation strategy.
- Evaluate survey results, identify market movement, and summarize findings for review by the VP, Total Rewards and compensation leadership.
- Support development of hiring ranges, promotional guidelines, market adjustment recommendations, and compensation exception analyses.
- Participate in annual compensation survey submissions, data validation, and documentation of market pricing methodology.

Job Evaluation, Job Architecture & Internal Equity

- Conduct job evaluations and recommend appropriate job levels, salary grades, and pay ranges for non-physician roles.
- Support ongoing maintenance of job architecture, including job families, career levels, job profiles, and job description alignment.
- Analyze internal equity and pay consistency across Mosaic and Radiology Partners, identifying potential risks and opportunities for review.
- Partner with HR Business Partners and Talent Acquisition to review new roles, evolving roles, and organizational changes for compensation alignment.
- Support FLSA classification reviews and maintain documentation supporting job evaluation and classification decisions.

Annual Compensation Planning & Incentive Support

- Support annual compensation planning processes, including merit, promotional increases, market adjustments, and incentive planning for eligible non-physician populations.
- Prepare compensation planning files, data audits, reporting tools, budget analyses, and exception reporting.
- Partner with Finance, HRIS, and HR Business Partners to ensure compensation planning data, eligibility, guidelines, and approvals are accurate.
- Assist with incentive plan administration, payout calculations, accrual validation, and plan effectiveness analyses for assigned enterprise programs.
- Document processes, decisions, and outcomes to support governance, audit readiness, and continuous improvement.

Systems, Reporting & Data Integrity

- Develop and maintain compensation reports, dashboards, models, and analytical tools to support compensation decisions and leadership reporting.
- Perform regular audits of compensation data to ensure accuracy, consistency, and compliance with established compensation guidelines.
- Support compensation-related system updates, data loads, testing, validation, and process improvements in partnership with HRIS.
- Translate complex compensation data into concise insights, summaries, and recommendations for HR and business stakeholders.
- Maintain organized compensation files, pricing documentation, analysis templates, and governance records.

Consultation, Partnership & Continuous Improvement

- Serve as a trusted compensation resource for HR Business Partners, Talent Acquisition, Finance, and business leaders on routine and moderately complex compensation matters.
- Provide timely, accurate, and practical compensation guidance consistent with compensation philosophy, policies, and governance requirements.
- Identify opportunities to improve compensation processes, templates, reporting, and stakeholder experience.
- Support communication, education, and training materials related to compensation programs and planning processes.
- Collaborate with the Manager, Compensation and other Total Rewards team members to ensure alignment, consistency, and coordinated execution of enterprise compensation priorities.
- Up to 10% travel as needed
- Performs other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

- Strong analytical, modeling, and problem-solving skills with the ability to work with large and complex data sets.
- Solid understanding of compensation principles, market pricing methodology, salary structures, job evaluation, FLSA, pay transparency, and internal equity practices.
- Ability to translate data into clear insights, recommendations, and executive-ready summaries.
- High attention to detail and commitment to data accuracy, confidentiality, and governance.
- Strong collaboration and customer service orientation with the ability to partner effectively across HR, Finance, HRIS, Talent Acquisition, and business teams.
- Ability to manage multiple priorities, meet deadlines, and maintain sound judgment in a fast-paced, evolving environment.

REQUIRED QUALIFICATIONS

- Five (5) or more years of progressive compensation, total rewards, HR analytics, finance, or related analytical experience.
- Experience with market pricing, salary structures, job evaluation, compensation planning, and compensation analytics.
- Experience supporting compensation programs in a multi-entity, matrixed, or growth-oriented organization preferred.
- Healthcare, physician practice management, or private equity-backed organization experience preferred.

PREFERRED PROFESSIONAL SKILLS AND EXPERIENCE

- Bachelor's degree in Human Resources, Business Administration, Finance, Data Analytics, or a related field required; equivalent experience may be considered.
- Certified Compensation Professional (CCP), SHRM, HRCI, or related certification preferred.
- Experience with Workday, MarketPay, compensation surveys, advanced Excel, and reporting tools strongly preferred.
- Education in a certain field or a degree beyond the required qualifications, if applicable
- Experience in a certain field, with certain technologies, or beyond the required qualifications, if applicable

- Specific certifications, licenses, or other credentials that are beyond the required qualifications, if applicable

Physical Activities

Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like.

☐ Never ☒ Occasionally ☐ Constantly

Moving self in different positions to accomplish tasks in various environments including tight and confined spaces.

☒ Never ☐ Occasionally ☐ Constantly

Remaining in a stationary position, often standing or sitting for prolonged periods.

☐ Never ☐ Occasionally ☒ Constantly

Moving about to accomplish tasks or moving from one worksite to another.

☐ Never ☒ Occasionally ☐ Constantly

Adjusting or moving objects up to 15 pounds in all directions.

☐ Never ☒ Occasionally ☐ Constantly

Communicating with others to exchange information.

☐ Never ☐ Occasionally ☒ Constantly

Repeating motions that may include the wrists, hands and/or fingers.

☐ Never ☐ Occasionally ☒ Constantly

Operating machinery and/or power tools.

☒ Never ☐ Occasionally ☐ Constantly

Operating motor vehicles or heavy equipment.

☐ Never ☒ Occasionally ☐ Constantly

Assessing the accuracy, neatness and thoroughness of the work assigned.

☐ Never ☐ Occasionally ☒ Constantly

Environmental Conditions

Low temperatures.

☐ Never ☒ Occasionally ☐ Constantly

High temperatures.

☐ Never ☒ Occasionally ☐ Constantly

Outdoor elements such as precipitation and wind.

☐ Never ☒ Occasionally ☐ Constantly

Noisy environments.

☒ Never ☐ Occasionally ☐ Constantly

Hazardous conditions.

☒ Never ☐ Occasionally ☐ Constantly

Poor ventilation.

☒ Never ☐ Occasionally ☐ Constantly

Small and/or enclosed spaces.

☒ Never ☐ Occasionally ☐ Constantly

No adverse environmental conditions expected.

☐ Never ☒ Occasionally ☐ Constantly

Physical Demands

Sedentary work that primarily involves sitting/standing.

☐ Never ☐ Occasionally ☒ Constantly

Light work that includes moving objects up to 20 pounds.

☐ Never ☒ Occasionally ☐ Constantly



Medium work that includes moving objects up to 50 pounds.

☒ Never ☐ Occasionally ☐ Constantly

Heavy work that includes moving objects up to 100 pounds or more.

☒ Never ☐ Occasionally ☐ Constantly

I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my manager or a member of the Human Resources team.

I acknowledge that the job has been explained to me both verbally and in written format.

Support Teammate's Signature

Date