

Discover your ripple effect

We are hiring a **Total Rewards Manager** to join our **People and Culture** team!

**DISCOVER**

Are you a highly motivated Human Resources professional, looking to make an immediate impact at a high-growth company? As Total Rewards Manager, you will define what “total rewards” means at Watkins Wellness by designing, developing, and administering our strategic compensation, rewards, and recognition programs. In evolving our compensation philosophy and communicating our total rewards strategy, you will play a vital role in driving a culture of high performance that attracts, motivates, retains, and rewards employees.

**YOUR RIPPLE EFFECT**

* Are you a **self-starter**? In this role you will act as a “builder,” developing and owning our total compensation, equity, incentive, rewards, and certain benefits programs. This is an exciting time of transformative growth at our company; we are looking for someone who can create and build on programs to support where we are going, drive business results, enable hiring and retention, and ensure an exceptional employee experience. We’ll look to you to educate leaders and employees across our business locations on company compensation philosophies and programs.
* Can you **manage our compensation processes**? You will manage company compensation processes such as annual merit, bonus, market adjustment, promotion, and equity administration, and will administer our job classification process, including job analysis and pay grade/FLSA status determination. You’ll help create and maintain pay structures that align with our business objectives, ensuring compliance with changing laws and regulations.
* Can you **act as a trusted partner**? Collaborating with the People & Culture Business Partners, you will influence business decisions related to the hiring and retention of top talent. Strategizing with the Talent Acquisition department, you’ll help develop competitive offers for new and existing employees that are rooted in market data and aligned with our compensation philosophy.
* Can you **drive process improvements**?In partnership with cross-functional stakeholders, you will improve our rewards processes, workflow, and systems by implementing innovative solutions and process changes.
* Are you **customer-focused**? We are looking for a passionate employee advocate who will make a difference in the organization by enabling employee success. You will provide internal client support to the P&C BPs and upper-level management by advising on compensation issues and projects.
* Are you **analytical**? You will be responsible for preparing regular and ad hoc compensation analysis and recommendations as requested, and will also participate in salary surveys, analyze data, present your findings, and make related recommendations.
* Do you make **data-driven decisions**? We’ll rely on you to assess employee requirements, review competitor and general industry practices, and analyze cost impact/effectiveness, then design and recommend benefits and perks that best fit our organization’s needs. You will partner with Masco Service Center and our internal Payroll Analyst to ensure data quality and integrity.

**WHAT YOU BRING**

* Bachelor’s degree (B. A.) in Human Resources, Business Administration, or related area required. Master’s degree preferred. 5+ years of experience in in a compensation or total rewards role, or in a Human Resources role with an emphasis in compensation. Equivalent combination of education and experience may be considered.
* Quantitative and data-driven with strong business and financial acumen; able to draw insights from data and make strong intuitive decisions when data is imperfect or unattainable.
* Labor relations experience; knowledge of current state and federal employment and labor laws.
* Ability to lead and execute projects with a high degree of independence.
* Ability to lead by example, reflecting strong emotional intelligence in all situations and remaining aligned to the Masco Enterprise Leadership Profile and our set of company values, The Watkins Way. Applies solid judgment in all situations, ensuring integrity, compliance, and confidentiality.
* Strong problem-solving skills with the ability to make independent decisions and manage conflicting priorities in a fast-paced environment.
* Excellent communication skills with the ability to interact with all levels within the organization and present information to a group of co-workers, supervisors, managers, or higher-level executives.
* Bilingual (English/Spanish) preferred.

**WHAT YOU’LL GET**

At Watkins Wellness, we believe everyone should ‘Feel good. Live well.’ We offer employees the opportunity to join a dynamic, growing industry leader with an outstanding and well-deserved reputation for leadership and commitment to our employees, customers, and community. Our employees are eligible to receive exceptional health and wellness benefits, paid time off, company bonus, profit sharing, 401k match, education assistance, and much more. We are proud of the people we are and the products we make — products that make a difference to the health and well-being of others.

As we move beyond the COVID-19 pandemic, our newly created **One Watkins Return-to-Work** policy is designed to meet the needs of both our business and our employees. The One Watkinsprogram offers **remote, hybrid, and onsite** employment opportunities based on business needs, employee preference, and business performance. Ultimately, our goal is to remain One Watkins, with one vision and one set of values that dictate Who We Are and What We Do, regardless of where we are physically working.

We look for candidates that exhibit ***The Watkins Way*** (always Ethical, endeavors to be Transparent, embraces Inclusion, welcomes Diverse backgrounds and perspectives, Accommodating, believes in Work-Life Balance, puts Safety First, Accountable, values Relationships, Passionate, Team Player, and Goal Driven).

The employee must frequently lift and move up to 10 pounds and occasionally lift and/or move up to 25 pounds.  Specific vision abilities required by this job include close vision, color vision, peripheral vision, and depth perception. The noise level in the work environment is usually quiet. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.