

Senior Sales Compensation Analyst

Description

The Role: Carrot seeks a Sr. Sales Compensation Analyst to oversee, manage and execute on the commission process in a collaborative and dynamic environment. This person will fully own the compensation tool and any commission-related reports/dashboards. In addition, the Sr. Sales Compensation Analyst will be responsible for accurately calculating and processing commission payments based on established commission plans and sales performance data. They will prepare and distribute regular reports on sales performance, commission payouts, and other relevant metrics to stakeholders, such as sales managers and finance, and will also analyze sales data, performance metrics, and commission reports to evaluate the effectiveness of commission plans. Lastly, they will identify trends, patterns, and areas for improvement and make recommendations to optimize commission structures and team or territory alignment to incentivize desired sales behaviors.

Minimum Qualifications: Bachelor's degree in business, finance, accounting, or a related field. Relevant certifications (e.g., Certified Sales Compensation Professional) are a plus. Proven experience with commission management, preferably in a sales-driven organization. Strong analytical skills with the ability to work with large data sets and identify trends and patterns. Proficiency in spreadsheet software (e.g., Microsoft Excel, Google Sheets) and experience with commission management or sales performance software. Proficiency in Salesforce reporting and dashboard creation/management. Knowledge of commission calculation methodologies and sales compensation plans. Excellent attention to detail and accuracy in calculations. Strong communication skills to effectively interact with sales representatives and other internal stakeholders. Ability to work independently, prioritize tasks, and meet deadlines in a fast-paced environment.

Preferred Qualifications: Experience with CaptivateIQ commission tool.

Compensation: Carrot offers a holistic Total Rewards package designed to support our employees in all aspects of their life inside and outside of work, including health and wellness benefits, retirement savings plans, short- and long-term incentives, parental leave, family-forming assistance, and a competitive compensation package. The starting base salary for this position will range from \$100,000-120,000. Actual compensation may vary from posted base salary depending on your confirmed job-related skills and experience. Please mention the word ****CALMING**** and tag **RMzQuMTQ1LjE0MS43OA==** when applying to show you read the job post completely (**#RMzQuMTQ1LjE0MS43OA==**). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

Contacts

Job listing via [RemoteOK.com](https://www.RemoteOK.com)

Hiring organization

Carrot Fertility

Job Location

New York City, New York, United States

Base Salary

\$ 55000 - \$ 100000

Date posted

April 28, 2024

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