

Lead Compensation Manager

Description

At Webflow, our mission is to bring development superpowers to everyone. Webflow is the leading visual development platform for building powerful websites without writing code. By combining modern web development technologies into one platform, Webflow enables people to build websites visually, saving engineering time, while clean code seamlessly generates in the background. From independent designers and creative agencies to Fortune 500 companies, millions worldwide use Webflow to be more nimble, creative, and collaborative. It's the web, made better. We are looking to hire a Lead Compensation Manager. You will be the architect of our compensation ecosystem, crafting strategies that attract the industry's best, while inspiring and retaining them once here. Working closely with the Director of Total Rewards and business leaders, you'll ensure our compensation programs are not only fair and competitive but also deeply reflective of our company's ethos and ambitions. About the role Location: Remote-first (United States; BC & ON, Canada) Full-timePermanent Exempt status The cash compensation for this role is tailored to align with the cost of labor in different geographic markets. We've structured the base pay ranges for this role into zones for our geographic markets, and the specific base pay within the range will be determined by the candidate's geographic location, job-related experience, knowledge, qualifications, and skills. Zone A: \$179,100 – \$251,550 Zone B: \$168,300 – \$236,500 Zone C: \$157,600 – \$221,400 United States (all figures cited below in USD and pertain to workers in the United States) Please visit our Careers page for more information on which locations are included in each of our geographic pay zones. However, please confirm the zone for your specific location with your recruiter. Reporting to the Director of Total Rewards Responsibilities will include: Compensation Strategy Development: In lockstep with the Director of Total Rewards, refine a compensation philosophy that amplifies our strategic objectives, ensuring we stand out in the competitive tech landscape. Market Analysis: In partnership with a Compensation Analyst, conduct rigorous market research to align our offerings with or surpass industry benchmarks, making us an employer of choice for top talent. Salary Structure and Incentives: In partnership with a Compensation Analyst, design and refine robust salary frameworks and design incentive schemes, keeping us agile and attractive in a dynamic market. Executive Compensation: In partnership with the Director of Total Rewards, design and manage high-impact executive compensation plans that align with our performance and long term company ambitions, providing counsel to senior management. Sales Compensation: In partnership with the Sales Compensation Manager, support the design and management of sales compensation plans that align with our business strategies and sales performance goals. Provide support to sales leadership to ensure plans are competitive, motivational, and equitable, driving sales team performance and success. Equity Compensation: In partnership with the Equity Administrator, lead the charge in developing equity compensation programs that reward loyalty and performance, while aligning closely with our long-term vision for growth and success. Compliance and Equity: Ensure our compensation practices exceed regulatory standards, championing transparency and equality within the organization. Stakeholder Engagement: Serve as the trusted advisor to department heads, deciphering and delivering compensation solutions that fuel growth and satisfaction across teams. Analytics and Insights: In partnership with a Compensation Analyst, deploy sophisticated analytics to evaluate our compensation strategy's impact, crafting compelling narratives for our leadership that drive informed decision-making. Project Management: Direct key compensation initiatives, including annual comp revisions, merit and promotion cycles, equity adjustments, and the roll-out of compensation technologies and systems. In addition

Hiring organization

Webflow

Job Location

San Francisco, California, United States

Base Salary

\$ 60000 - \$ 110000

Date posted

May 29, 2024

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to the responsibilities outlined above, at Webflow we will support you in identifying where your interests and development opportunities lie and we'll help you incorporate them into your role. About you Requirements: Bachelor's degree in Human Resources, Finance, Business Administration, or related field. Relevant certifications (e.g., CCP) are a plus. Minimum of 8 years of experience in compensation, preferably in the tech industry. Strong analytical and quantitative skills, with proficiency in Excel and/or Sheets. Influential communication and presentation skills capable of engaging with and advising stakeholders across all organizational levels. Knowledge of current compensation trends, best practices, and regulatory landscapes. Ability to manage multiple projects simultaneously with a high degree of accuracy and attention to detail. Youâ??ll thrive as a Lead Compensation Manager if you have: Experience in executive, sales, and equity compensation. Proficiency with various HRIS systems. Even if you donâ??t meet 100% of the above qualifications, you should still seriously consider applying. Research shows that you may still be considered for a role if you meet just half of the requirements. Our Core Behaviors: Obsess over customer experience. We deeply understand what weâ??re building and who weâ??re building for and serving. We define the leading edge of whatâ??s possible in our industry and deliver the future for our customers Move with heartfelt urgency. We have a healthy relationship with impatience, channeling it thoughtfully to show up better and faster for our customers and for each other. Time is the most limited thing we have, and we make the most of every moment Say the hard thing with care. Our best work often comes from intelligent debate, critique, and even difficult conversations. We speak our minds and donâ??t sugarcoat things â?? and we do so with respect, maturity, and care Make your mark. We seek out new and unique ways to create meaningful impact, and we champion the same from our colleagues. We work as a team to get the job done, and we go out of our way to celebrate and reward those going above and beyond for our customers and our teammates Benefits & wellness Equity ownership (RSUs) in a growing, privately-owned company 100% employer-paid healthcare, vision, and dental insurance coverage for employees and dependents (full-time employees working 30+ hours per week), as well as Health Savings Account/Health Reimbursement Account, dependent care Flexible Spending Account (US only), dependent on insurance plan selection where applicable in the respective country of employment; Employees may also have voluntary insurance options, such as life, disability, hospital protection, accident, and critical illness where applicable in the respective country of employment 12 weeks of paid parental leave for both birthing and non-birthing caregivers, as well as an additional 6-8 weeks of pregnancy disability for birthing parents to be used before child bonding leave (where local requirements are more generous employees receive the greater benefit); Employees also have access to family planning care and reimbursement Flexible PTO with a mandatory annual minimum of 10 days paid time off for all locations (where local requirements are more generous employees receive the greater benefit), and sabbatical program Access to mental wellness and professional coaching, therapy, and Employee Assistance Program Monthly stipends to support health and wellness, smart work, and professional growth Professional career coaching, internal learning & development programs 401k plan and pension schemes (in countries where statutorily required) financial wellness benefits, like CPA or financial advisor coverage Discounted Pet Insurance offering (US only) Commuter benefits for in-office employees Temporary employees are not eligible for paid holiday time off, accrued paid time off, paid leaves of absence, or company-sponsored perks unless otherwise required by law. Be you, with us At Webflow, equality is a core tenet of our culture. We are an Equal Opportunity (EEO)/Veterans/Disabled Employer and are committed to building an inclusive global team that represents a variety of backgrounds, perspectives, beliefs, and experiences. Employment decisions are made on the basis of job-related criteria without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other classification

protected by applicable law. Pursuant to the San Francisco Fair Chance Ordinance, Webflow will consider for employment qualified applicants with arrest and conviction records. Stay connected Not ready to apply, but want to be part of the Webflow community? Consider following our story on our Webflow Blog, LinkedIn, X (Twitter), and/or Glassdoor. Please note: We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Upon interview scheduling, instructions for confidential accommodation requests will be administered. To join Webflow, you'll need a valid right to work authorization depending on the country of employment. If you are extended an offer, that offer may be contingent upon your successful completion of a background check, which will be conducted in accordance with applicable laws. We may obtain one or more background screening reports about you, solely for employment purposes. For information about how Webflow processes your personal information, please review Webflow's Applicant Privacy Notice. Please mention the word **KNOWLEDGEABLE** and tag RMzUuMjQ1LjExOS4yNDA= when applying to show you read the job post completely (#RMzUuMjQ1LjExOS4yNDA=). 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)