MA

MICHAEL ANDERSON
LEAD COMPENSATION ANALYST

CONTACT

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SKILLS

- Financial Analysis
- Predictive Analytics
- Data Modeling
- Compensation Structures
- Cross-Department Collaboration
- Training Development

LANGUAGES

- English
- Spanish
- French

EDUCATION

BACHELOR OF SCIENCE IN FINANCE, UNIVERSITY OF CALIFORNIA, BERKELEY

ACHIEVEMENTS

- Increased sales team satisfaction scores by 40% through revamped compensation plans.
- Developed a compensation dashboard that improved reporting efficiency by 50%.
- Received the Outstanding Achievement Award for contributions to sales productivity.

PROFILE

Accomplished Sales Compensation Analyst with a robust background in financial analysis and strategic planning. Expertise in developing and administering compensation frameworks that not only motivate sales teams but also align with business objectives. Skilled in data modeling and predictive analytics, leveraging insights to drive compensation strategies that enhance sales performance. Exhibits a strong capacity for cross-departmental collaboration, ensuring that compensation structures meet the diverse needs of various stakeholders.

EXPERIENCE

LEAD COMPENSATION ANALYST

TechWave Inc.

2016 - Present

- Designed and executed a global sales compensation plan that resulted in a 25% increase in revenue.
- Utilized sophisticated modeling techniques to assess compensation impacts on sales performance.
- Facilitated workshops to educate stakeholders about compensation strategies.
- Drove the implementation of a real-time tracking system for sales incentives.
- Analyzed compensation trends to inform future planning and budgeting.
- Collaborated with IT to enhance compensation management software functionalities.

SALES COMPENSATION SPECIALIST

MarketDynamics

2014 - 2016

- Conducted thorough analyses of sales compensation data to identify trends and anomalies.
- Assisted in the development of commission structures tailored to product lines.
- Provided analytical support for compensation-related queries from sales personnel.
- Created and maintained comprehensive documentation of compensation policies.
- Participated in annual compensation benchmarking exercises.
- Developed training materials for new sales team members regarding compensation processes.