

## Principal Compensation Manager - Executive Compensation

Job ID: 00408710

**Job Function**

Human Resources

**Schedule**

Full-time

**Location**

United States-California  
South San Francisco

**Job type**

Regular Employee

**Company/Division**

Pharmaceutical

**Job Level**

Experienced

### Who We Are

At the Roche Group, about 80,000 people across 150 countries are pushing back the frontiers of healthcare. Working together, we've become one of the world's leading research-focused healthcare groups. A member of the Roche Group, Genentech has been at the forefront of the biotechnology industry for more than 30 years, using human genetic information to develop novel medicines for serious and life-threatening diseases. The headquarters for Roche pharmaceutical operations in the United States, Genentech has multiple therapies on the market for cancer and other serious illnesses. Please take this opportunity to learn about Genentech, where we believe that our employees are our most important asset and are dedicated to remaining a great place to work.

### The Position

Reporting to the Senior Director of North America Pharma Compensation, the Manager of Executive Compensation is responsible for providing compensation services and support for all executive level employees across North America Pharma. This position will provide expertise, as well as project leadership on all aspects of compensation for executives including but not limited to management of base salaries, short and long-term incentive plan analysis, retention plans, position evaluations, market data and internal equity analyses. This individual will also serve as a senior internal consultant and key thought leader responsible for providing consultation on various executive compensation matters to senior executives and human resources.

#### Primary Responsibilities:

- Provide expertise in all areas of compensation for executives, including base salary, short and long term incentive programs, job evaluations, market data and trends.
- Oversee the annual salary increase, bonus, and long-term incentive award process for executive level employees.
- Partners with Business Unit Principal Compensation Managers to:
  - Develop competitive offers for external executive level hires.
  - Develop promotional and off-cycle increases for executives.
  - Manage the job evaluation process of new and revised executive level positions.

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- Prepares all analyses, presentations, speaker notes and materials for management presentations to senior leadership.
- Provide consultation on executive compensation matters to senior leaders and Human Resources.
- Conduct yearly review, analysis and updating of benchmarks and survey results.
- Participates in executive compensation and HR metric surveys for trend and program design information.
- Reporting on current events and regulation updates related to executive compensation as well as maintaining comparator company information.
- Performs other job-related duties as assigned.

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required.

#### Knowledge, Skill, and Abilities:

- Excellent written and oral communication, presentation and interpersonal skills are required to communicate effectively and professionally across various levels of the organization and with key external customers and vendors.
- Proficiency in partnering with business and HR leaders to drive company strategies.
- Ability to establish credibility with numerous constituents and be seen as a thought leader.
- Strong research, analytical, business process analysis and problem solving skills with an internal customer focus.
- The ability and skill to manage multiple projects, maintain momentum and meet deadlines on time and within budget.
- Strong networking capabilities and skills at working moderately complex issues.
- The ability to overcome obstacles and adapt approach to achieve outstanding results.
- Strategic and hands-on approach to compensation including the ability to creatively conceive of concepts and then personally run models to determine feasibility.

#### **Who You Are**

- Ten or more years experience in all aspects of compensation.
- Ability to interface effectively with all levels of employees, including senior management.
- Has the ability to obtain, present and discuss information and recommendations that may be controversial in nature.
- Must be capable of leading or influencing processes and decision making at a senior level.
- Experience working in a team-oriented, fast-paced global environment, project management skills and strong written, verbal and presentation skills, ability to deal with multiple cultures, strong analytical and computer skills, and the ability to prioritize and manage multiple assignments in a fast-paced environment.
- Strong background in the following areas is highly preferred: compensation consulting, compensation program design, and experience providing HR and compensation support in a global environment.
- Experience using SAP including data elements and querying tools.

Genentech is an Equal Opportunity Employer.