

Om 185-14081

Manager/Specialist – Incentive Compensation-NJ

NJ base pharmaceutical firm seeks manager/specialist – incentive compensation.. Responsible for ongoing administration of the Incentive Compensation ('IC') Plans for all of field sales forces, to ensure that the field receives accurate IC-related performance feedback in a timely fashion. This includes (but is not limited to) QC of IMS sales data, overall management of the new system for IC administration, creation and distribution of monthly IC Scorecards, managing any IC adjustments per the rules, and ensuring timely payouts to the field on a quarterly basis. This person will develop and orchestrate the planning timeline, calendar and processes for scorecards, sales reports, payouts and sales contests. Work closely with Incentive Simulations and Analytics team to alert them to any potential issues (data, administration hurdles), and to understand changes in new-period IC plans. Need to 'sell' analysis-based recommendations to key decision-makers.

Requirements :

Bachelor's Degree from a reputable university, plus a minimum of 1-2 years of relevant work experience preferably in the pharmaceutical or healthcare sector.

At least 1-5 years of direct experience with sales force related analytics. Knowledgeable about pharmaceutical-related data and syndicated studies commonly used in the industry. Knowledgeable about the most commonly used metrics and communication tools in pharmaceuticals - broad industry experience/ best practices knowledge a plus. Advanced user of Excel and Access. Some experience programming in SAS / VBA / SQL is desirable.

Salary: \$60-105k

Refer to Job#14081- and email MS Word attached resume to Orly Miller, orly@analyticrecruiting.com or register online at www.analyticrecruiting.com choosing Orly Miller as your recruiter contact.