



Compensation Analyst Specialist

Job description

You have HR experience in a high technology environment, ideally within a global matrix organization. You thrive at teaming with others and utilizing your expert Microsoft tools skills to support compensation initiatives, audits and research. In this role, you will support activities to develop, implement and administer Infineon's compensation policies and programs, while also providing recommendations on compensation topics, tools and processes. This is a great opportunity to join our fun, dynamic team of HR professionals!

In your new role you will

:

- Perform staff support activities to develop, implement and administer **compensation policies and programs**
- Support and administer **global compensation tools** for bonus and annual **income processes**
- **Audit compensation data** and programs for accuracy
- Develop and/or participate in **compensation surveys** to collect and analyze **competitive salary information** to determine company's competitive position
- Review proposed **salary adjustments** for conformance to established guidelines, policies and practices

Profile

You are a positive team player with excellent communication skills and strong business acumen. Being aware of the details while supporting various compensation initiatives will ensure success in this role.

You are best equipped for this task if you have:

- **Bachelor's degree** and a minimum of **2 years of related experience** or equivalent work experience
- **HR experience in high technology environment**
- Experience within a large, global matrix organization is preferred
- Proficiency and/or expert-level with the **Microsoft platform (Word, Excel, PowerPoint, Outlook)**
- **SAP** experience desirable
- Strong team collaboration skills

At a glance

Location:

Job ID: **345229**

Start date: **as soon as possible**

Entry level: **1-3 years**

Type: **Full time**

Contract: **Permanent**

Apply to this position online by following the URL and entering the Job ID in our job search:

Job ID: **345229**

www.infineon.com/jobs



Why Us

Part of your life. Part of tomorrow.

We make life easier, safer and greener – with technology that achieves more, consumes less and is accessible to everyone. Microelectronics from Infineon is the key to a better future. Efficient use of energy, environmentally-friendly mobility and security in a connected world – we solve some of the most critical challenges that our society faces while taking a conscientious approach to the use of natural resources.

Infineon Technologies Americas Corp. is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender identity, national origin, ancestry, citizenship, age, physical or mental disability, legally protected medical condition, family care status, military or veteran status, marital status, domestic partner status, sexual orientation, or any other basis protected by local, state, or federal laws. Applicants with questions about access or requiring a reasonable accommodation for any part of the application or hiring process should contact the Talent Network by phone at (408) 503-2194.

Employment at Infineon is contingent upon proof of your legal right to work in the United States under applicable law, verification of satisfactory references and successful completion of a background check and drug test, and signing all your on-boarding documents .

In some instances, if applicable, U.S. export control laws require that Infineon obtain a U.S. government export license prior to releasing technologies to certain persons. This offer is contingent upon Infineon's ability to satisfy these export control laws as related to your employment and anticipated job activities. The decision whether or not to submit and/or pursue an export license to satisfy this contingency, if applicable, shall be at Infineon's sole discretion.

IMPORTANT NOTICE :

Infineon is requiring all new U.S. employees and contractors to be fully vaccinated against COVID-19. Full vaccination is defined as two weeks after both doses of a two-dose vaccine or two weeks since a single-dose vaccine has been administered. Anyone unable to be vaccinated, either because of a sincerely held religious belief or a medical condition or disability that prevents them from being vaccinated, can request a reasonable accommodation.

Infineon Technologies takes data privacy and identity theft very seriously. As such, we do not request personally-identifiable information (PII) from applicants over the internet or electronically. Please kindly refrain from disclosing your PII electronically during the application process or to unauthorized websites that may purport to be Infineon or any of our affiliates.

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