



Meridian Executive Compensation Analyst

About The Firm

Meridian Compensation Partners LLC (www.meridiancp.com) is one of the largest independent executive compensation consulting firms. Founded in 2010, we provide trusted counsel to boards and senior management at hundreds of large U.S. companies. We consult on executive compensation and its design, amounts, disclosure and governance.

Target Location

The Woodlands, TX

Position Description – Executive Compensation Analyst

As an Executive Compensation Analyst, you will work with a team of senior consultants and consulting partners to provide research and advice to the boards of directors and top executives of large client companies. You will be responsible for gathering and analyzing compensation and financial data, documenting and comparing executive compensation programs across companies, and modeling alternative approaches to performance- and stock-based compensation. You will provide key inputs and draft comprehensive reports for presentation to senior executives and boards of directors.

You will develop effective analytical skills, further develop your writing and presentation skills, and help solve problems for boards of directors and senior management at companies of all sizes. Performance and development in this role can lead to expanded project management and client relationship responsibilities.

Immediate responsibilities, accountabilities, and skill sets:

- Compare executive compensation across companies using a variety of tools and resources
- Analyze relevant financial performance information for correlation to compensation using statistics and other analytical methods
- Develop and apply a basic knowledge of related accounting, tax and regulatory requirements
- Collaborate effectively in two- and three-person client teams
- Deliver consistent, high-quality work product, on time and within budget
- Manage multiple critical deliverables at the same time
- Communicate effectively with client contacts
- Understand a client's business strategies at a basic level
- Demonstrate high proficiency in spreadsheet software and analytical tools
- Write concisely and effectively
- Demonstrate high motivation to deliver, learn and grow
- Take initiative to grow your abilities and contributions

Education and experience requirements:

- Required: undergraduate degree, preferably in finance, accounting, general business or economics
- Preferable: experience working in a professional services firm (e.g. consulting, accounting, legal)
- Preferable: familiarity with corporate human resources and compensation functions