

# Workday Compensation Lead

**LOCATION****Europe - Remote****SALARY / PACKAGE****90,000****EMPLOYMENT TYPE****Permanent**

## ABOUT THE ROLE

Workday Compensation Lead

We're looking for a senior Workday Compensation specialist to take ownership of compensation design and configuration. This role is hands-on and focused on delivering scalable, practical solutions across a global Workday environment.

## KEY RESPONSIBILITIES

- Own end-to-end configuration of Workday Compensation (merit, bonus, stock plans)
- Design and maintain compensation frameworks aligned to business needs
- Act as the go-to expert for all compensation-related topics in Workday
- Work closely with HR and business teams to translate requirements into system solutions
- Lead enhancements, fixes, and ongoing optimisation of the compensation module
- Support testing, releases, and continuous improvements
- High-impact role with real ownership
- Flexible working setup
- Opportunity to shape and improve an established Workday platform

## REQUIREMENTS & QUALIFICATIONS

- Strong hands-on experience with Workday Compensation (Advanced Comp ideal)
- Proven track record configuring compensation plans and structures
- Comfortable working directly with stakeholders and leading conversations
- Solid understanding of Workday business processes and security
- Experience in global or complex Workday environments