



Beacon Roofing Supply, Inc.

## Compensation Manager Herndon, VA (Washington DC)

Beacon Roofing Supply, Inc. is one of the largest distributors of residential and non-residential roofing and complementary building products in North America. We currently consist of 13 regional companies in 38 states and 6 Canadian Provinces with 239 locations and more than 3,000 employees. We are known throughout the building supply industry for having quality people, quality service and quality building products.

Beacon's mission is to be the leading North American supplier to commercial and residential roofing and exterior building contractors through a family of long-established regional suppliers and to add value to our contractor customers' businesses, to our employees' careers, to our investors' assets, and to our suppliers' products.

Our local branches stock a comprehensive product line that caters to their markets. In addition to roofing, local product offerings can include windows, siding, decking, waterproofing and many other external building products. Our status as a leader in our industry allows us to develop strong partnerships with leading brand manufacturers and to stock an unmatched supply of the professional components necessary for the quality, timely completion of our contractor-customers projects.

We provide our customers with a comprehensive array of value-added services which distinguish us from our competition. We have earned a reputation for excellent employees, professionalism and high-quality service. We believe that quality service does not end with the delivery of materials – it ends with the successful completion of the project. As a result, "partnerships" are formed between Beacon branches and our customers that go beyond the industry norm.

Beacon has grown by expanding its existing regions and by making strategic acquisitions. Our business is well-balanced between new and re-roof applications in both residential and commercial markets. A highly scalable platform, a proven business model, results-oriented management and a strong people-focused corporate culture give us a solid foundation for continued growth.

Beacon Roofing Supply is publicly traded on the NASDAQ stock market under the symbol BECN. In June of 2006 Beacon Roofing Supply was named to the NASDAQ Global Select Market. Beacon is a FORTUNE 1000 company.

We are currently seeking a Compensation Manager to drive the overall compensation activities for the business. This position will report to the Vice President of Human Resources.

### The Responsibilities Include:

- Researches, analyzes and recommends competitive pay practices and salary administration programs, which includes merit increases, performance bonuses, alternative compensation practices, salary structure adjustments, performance management.
- Conducts specialized market surveys and provides analyses and recommendations related to compensation rates, policies and practices. Participates in surveys conducted by other organizations. Maintains effective working relationships with survey community to ensure our ability to obtain appropriate market data.

- Compile data from various sources such as national statistic databases, compensation surveys, and labor journals.
- Develop job descriptions and monitor internal and external compliance. Utilizes a variety of methods to gather occupational data.
- Assists in developing and documenting compensation procedures to streamline processes and ensure compliance with policies and procedures and regulatory requirements.
- Provides consultative services regarding performance reviews, salary and bonus recommendations to designated departments during the Annual Performance Management and Salary Administration program.
- Lead compensation related change initiatives to drive organizational effectiveness, talent development and growth for operations across the sites.
- Participate in organization wide human resources initiatives including leadership and employer of choice efforts.
- Participates in the Executive Compensation and Board presentations.
- Create and implement a positive employee relations strategy for all non-union locations.
- Develop comprehensive communication plan and HR strategy for annual HR compensation processes (e.g. Salary Planning, Total Compensation).

#### **The Ideal Candidate Will Have:**

- Minimum 5 years of human resources management/compensation experience.
- Bachelor's degree in Business, Finance or Human Resources related field with advanced academic and professional training preferred.
- Prior work experience with a Fortune 500 company that is well known for HR practices.
- Strong business acumen and analytical mindset with the ability to lead, implement, and facilitate change.
- Demonstrated leadership skills and process orientation.
- Strong project management skills.
- Strong ability to work in changing environment, see through complexity.
- Balancing HR actions...demonstrate thought leadership and execute.
- Strong influencing and coaching skills.
- Ability to be effective in a highly matrixed environment, to effectively communicate with and influence all levels of the organization and drive change.
- Demonstrated successful experience in working in a demanding, high performance work environment and team oriented culture.
- Must be able to think and act strategically, but also be willing to "roll up sleeves."

*An Equal Opportunity Employer*

[www.beaconroofingsupply.com](http://www.beaconroofingsupply.com)