

Candidate Name

123 Main Street, Some Town, State, 12345

617.233.1234 (p)

617.233.4321 (f)

email@emailhost.com

Profile

Results producing senior level manager experienced in Human Resources, Finance, Sales Operations, Finance, and IT Project Management. Expertise in designing, building, implementing and administering creative, competitive and cost effective global compensation strategies, recognition programs, and compensation plans to attract and retain sales, support, and executive talent, increase revenue, margins and profitability. Adept at building strong business relationships at all levels throughout the organization. Successful at leading, communicating and partnering with cross functional teams within large corporations and organizations. Strong organizational, management and leadership experience. Excellent interpersonal, communication and presentation skills. Exceptional accounting and analytical skills. Proficient in Microsoft Office products, including Excel, Word, and Power-point. Experienced with Oracle PeopleSoft Sales Incentive Management systems. Consistent contributor to company growth, and profitability. Presidents club winner.

Core competencies include:

- Strong Leadership and Management Skills
- Accomplished Organizational and Analytical Ability
- Experienced in HR, Accounting, Finance and Sales
- Exceptional Interpersonal Skills
- Builds Resourceful and Productive Business Relationships
- Excellent Communication and Presentation Skills
- Human Resources
- Finance
- Sales
- Financial Operations
- System Development
- Project Management

Professional Experience

ABC Company 1 – Reston, Virginia

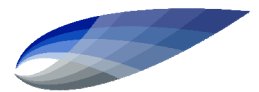
Compensation Consultant/Managing Director (2006 – 2008)

- Created, developed and implemented competitive compensation strategies, plans and programs for global and Fortune 500 companies based on business requirements that can be easily communicated and understood throughout the organization, including commission plans, bonus plans and other merit structures that deliver business plan revenue, and key objectives within expense budget.
- Assist clients in identifying the basic business requirements, organizational goals, new initiatives, key performance indicators and metrics that will drive success, linking revenue plan with target and quota assignment and developing performance measurement processes.
- Performed market analysis, job analysis and benchmarking processes working with client Human Resources organizations to identify key responsibilities of all sales and support positions to develop consistent job titles across organizations, determine grade level, quota, salaries, compensation, and bonus targets, for each position in the organization.

ABC Company 2 – Orlando, FL

Director of Human Resources – Compensation – Sales/Support/Management (2004 – 2006)

- Organized and led a cross functional team of executives, managers, and analysts from Sales, Finance, HR, Marketing and Legal organizations, to present and develop new ideas and creative compensation strategies and commissions plans to drive new sales, increase market share, attract and retain exceptional sales talent, and improve company profitability.
- Created, implemented and supported the administration of incentive compensation plans and biweekly commission payments for a global sales force of 8,000 sales representatives, support and management..
- Initiated and project managed with IT, new system development, testing, and implementation and migration to Peoplesoft Sales Incentive Compensation platforms.



GRAHALL

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Professional Experience

ABC Company 3 – Reston, Virginia

Director of Sales Compensation (1999 – 2003)

- Created, implemented and supported the administration of incentive compensation plans and managed the quota assignment, account assignment, revenue recognition and commission payment process for global sales force of 500 sales reps and 50 third party sales agents in North America, Europe, Asia, Latin America, and Australia.
- Performed and participated in the market analysis and benchmarking processes working with Human Resources to identify responsibilities of all global sales and support positions to develop consistent titles across multiple organizations, and determine grade level, quota, salaries, incentive compensation, bonus targets, for each position in the organization to develop creative and market competitive compensation strategies.
- Accelerated commission payment process by one month for global telecommunications sales force through review and streamlining of processes, data, controls, and systems supporting the commission payment process.

ABC Company 4 – Atlanta, Georgia

Senior Manager of Finance, Commissions and Sales Operations (1983 to 1999)

- Progressively and consistently promoted from accounting staff, to senior level management positions with increased responsibility within the MCI Business Markets Sales and Finance. Positions included: Senior Manager of Sales Operations, Senior Manger of Sales Compensation and Commissions, and Senior Manager of Financial Operations.
- Presidents Club winner, top 100 employees.

Qualifications

Education

Manhattan College, New York, NY
Bachelor of Arts Degree in Business Administration. Major Accounting and Finance

St. Leo University, St Leo, Florida
Computer Information Systems Program

Florida State University, Tallahassee, FL
Certified Financial Planning Program

References

Available Upon Request