



University of California Office of the President (UCOP)
Executive Director, Systemwide Compensation Programs and Strategy

The University of California Office of the President (UCOP) seeks nominations and applications for the position of Executive Director, Systemwide Compensation Programs and Strategy. The University of California is a system of ten campuses, five medical centers, and three affiliated national laboratories. The Office of the President, located in Oakland CA, is the University's headquarters. UCOP supports the UC campuses and students through system-wide funding and programs while managing the University's multi-billion dollar operations and investments. UCOP coordinates activities that allow a complex and unique system to operate efficiently as one university, furthering its public interest, academic and research missions. UCOP additionally oversees the UC medical centers and national labs. Within UCOP, the Office of Systemwide Human Resources is responsible for developing a vision, strategy and environment to engage, empower and involve the university's human capital. The systemwide Compensation programs group's strategic focus is to align staff compensation programs with relevant markets (particularly total cash). Promote understanding of compensation at UC, and recognize compensation as a competitive tool to drive organizational results.

This individual should have experience leading and managing a complex organization with multiple stakeholders and have a strong understanding of organization-wide compensation program, executive compensation and incentive plans that make up a total rewards strategy.

The successful candidate should demonstrate a strategic mindset, in making long term decisions impacting systemwide compensation strategy, philosophy, and execution of programs and policies. Oversight of systemwide compensation policy development for highly complex compensation issues and processes through subordinate managers. Includes development and recommendation of changes to existing compensation policies and programs through subordinate managers and professionals. Guides managerial staff in their assessment of competitive market trends for all levels of university employees focusing on market principles and internal turnover data to develop compensation programs that meet business needs.

Along with the Vice President of Systemwide Human Resources, the Executive Director serves as a principal interface to the President, Chancellors, and Senior Leadership across the University, in response to their specific or general questions related to compensation. Works with other members of the VP of Systemwide Human Resources team to provide coordinated policies and programs across UC's workforce, providing direct leadership in integrating UC's overall Human Resources philosophy.

Also partners with Vice President of Systemwide Human Resources and key members of Office of the President leadership for data analysis, governance, oversight, and preparation of materials for the President and Board of Regents.

Regularly interacts with senior leadership across the systems on matters of compensation for UC's various employee populations. Presents requests from system locations and recommends options to the President and Board of Regents in regard to salary and other compensation actions for executives and certain highly paid managers, which includes employees in the Senior Management Group. Utilizes 3rd-party consulting firms on complex, high-profile systemwide compensation projects. Functions as part of the VP of Systemwide Human Resources leadership team.

The Executive Director oversees director-level management team to guide recruitment, selection, and evaluation of staff. Provides leadership and oversight and mentorship across the unit. Sets overarching, multi-year unit and individual priorities and objectives. Develops succession plans and cross-training for staff across multiple areas of expertise. Identify training and development opportunities to improve the effectiveness and growth of the unit and individual employees. Directs and controls execution of compensation programs and strategy through subordinate managers and high level staff. Establishes compensation objectives on a systemwide basis. Directs systemwide departmental resources with a significant impact on the organization. Makes recommendations and implements decisions on departmental issues (operations, budget/finances, staffing needs, employee relations, and space planning) that have significant impact.

The desired candidate will have:

- Comprehensive and in-depth knowledge of all compensation programs and initiatives including base pay, incentive / bonus, equity programs and executive compensation.
- Ability to comprehend political implications of compensation decisions and an understanding of current business trends.
- Ability to work in a highly collaborative manner at all levels involving sensitive matters that may affect the University's reputation.
- Strong analytical and organizational skills. Dynamic, articulate leader with proven ability to communicate clearly in both verbal and written form
- Demonstrable interpersonal and problem-solving skills with a proven track record of developing and maintaining effective working relationships with a wide range of employee constituents.
- Demonstrated commitment to customer service, and to valuing diversity.

The ideal candidate should have a Bachelor's degree in related area and or significant experience with 10 plus years of compensation experience including executive compensation with at least 5 years of management experience.

The University of California offers a comprehensive [compensation and benefits program](#).

The University of California is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the [UC nondiscrimination policy](#).

Review of nominations and applications will begin immediately and continue until the position is filled. UCOP will be assisted by Fran Luisi and Monica Burton of Odgers Berndtson who can be contacted at UCOP_EDComp@odgersberndtson.com