

Director Total Rewards - Full Time - Days - HR

 Mountain View, CA

Posted 30+ Days Ago

Apply

Full time

R00003819

El Camino Health is committed to hiring, retaining and growing the best and brightest professionals who will carry our mission and vision forward.

We are proud of our reputation in the community: One built on compassion, innovation, collaboration and delivering high-quality care. Come join the team that makes this happen.

FTE

1

Scheduled Bi-Weekly Hours

80

Work Shift

Day: 8 hours

Job Description

The Director of Total Rewards is responsible for developing, recommending, and implementing total rewards strategies and programs that support organizational goals and the vision, mission, and values of El Camino Health. Oversees the design, implementation, communication, and deployment of compensation and benefit programs through a small team of professionals, 15-20 key benefit partners, and collaborative partnerships Talent Acquisition, Talent Development, HRIS, Labor Relations, Employee Health and Wellness, Payroll, Payor Relations, and Finance. Serves as a financial steward for the organization and employees/retirees in managing a benefits budget >\$100M and retirement plans with assets between \$700M and \$1B. Ensures that compensation and benefit programs are compliant with local, state, and federal regulations and are administered consistent with union agreements, ECH policies, and plan documents.

Serves as Plan Administrator for the Group Insurance (medical, dental, vision, EAP, long-term disability, life and AD&D) and the Retirement (Cash Balance, 403(b) Retirement, non-qualified) Plans. Oversees the management of voluntary benefit plans, time off programs, supplemental executive benefits, leave of absence, and reasonable accommodation process.

Responsible for management, design, and delivery of compensation pro-

About Us



At El Camino Health, our nationally recognized doctors and care teams are committed to providing you with high-quality, excellent care. We aim to deliver a healthcare experience that is designed around your individual needs.

When you choose El Camino Health for your care, you can count on:

- **Distinguished hospitals.** Our [fully accredited](#) hospitals, [Los Gatos](#), and [Mountain View](#), have received numerous [awards and honors](#) for high-quality healthcare.
- **Exceptional talent.** Our reputation attracts high-caliber doctors who are approachable and friendly, [a nursing culture](#) exceptional for its highly personalized patient and family care,

grams for represented and non-represented employees including salary administration, pay-for-performance, incentive plans, management and executive compensation programs. This position will ensure that the company's programs are competitive, engage employees, and provide incentives and rewards to effectively recognize and differentiate performance while attracting and retaining talent. Compensation oversight includes job description development and approvals, job evaluation, internal equity and external market analysis, merit review cycles, cash award, and performance incentive plans. Serves as staff to the Executive Compensation Committee of the Board of Directors.

Qualifications

Masters' degree in business, healthcare, social sciences, finance, or human resources-related field.

Twelve (12) years job-related experience including 5+ in compensation and benefits.

Five (5) years leadership experience (people management).

Demonstrated project management skills and vendor management experience.

Proven ability to lead teams and influence outcomes.

Knowledge of computerized information systems used in human resources applications. Workday experience a plus.

Advanced Excel, PowerPoint and Microsoft Word skills including the development of complex spreadsheets and presentations, and experience preparing, documenting and presenting narrative reports and statistical analyses.

Knowledge of current federal and state labor and benefit laws and regulations including ADA, ADEA, COBRA, EEOC, ERISA, FLSA, FMLA, Health Care Reform Act, HIPPA, OSHA, Pension Protection Act, Title 7, USERRA.

Familiar with state laws such as CFRA, DFEH, IWC, PDA, Paid Family Leave, SDI, Unemployment, and Wage Orders Experience implementing new benefit programs and managing major benefit changes.

Demonstrated numerical aptitude, knowledge of business finance, and prior labor/benefits budgeting experience.

Must possess excellent oral and written communication skills including presentation skills and ability to communicate effectively to employees, management staff, executives, and board members.

Experience in healthcare organization and/or California-based organization preferred.

Labor negotiations experience preferred.

License/Certification/Registration Requirements

CCP preferred.

The Physical Requirements and Working Conditions of this job are available. El Camino Health will provide reasonable accommodations to qualified individuals with a disability if that will allow them to perform the essential functions of a job unless doing so creates an undue hardship for the hospital, or causes a direct threat to these individuals or others in the

and [leadership](#) with a deeply personal commitment.

- **Innovative approaches to care.** We seek new treatments and techniques, and contribute to the medical community through [clinical trials](#). Our urgent care sites powered by Carbon Health enable easy, immediate scheduling and follow up through the Carbon Health app.
- **A focus on health.** Our regional [Men's Health Program](#) offers a team approach to care and has a variety of specialists who are focused on men's health issues, including heart and vascular, urology, sleep disorders, sexual dysfunction and healthy weight. We created the [South Asian Heart Center](#) and the [Chinese Health Initiative](#) to address unique health disparities in our patient population.
- **A healing environment.** Our spaces were specially designed for tranquility and comfort.

workplace which cannot be eliminated by reasonable accommodation.

Sedentary Work - Duties performed mostly while sitting; walking and standing at times. Occasionally lift or carry up to 10 lbs. Uses hands and fingers.
- (Physical Requirements-United States of America)

An Equal Opportunity Employer:

El Camino Health seeks and values a diverse workforce. The organization is an equal opportunity employer and makes employment decisions on the basis of qualifications and competencies. El Camino Health prohibits discrimination in employment based on race, ancestry, national origin, color, sex, sexual orientation, gender identity, religion, disability, marital status, age, medical condition or any other status protected by law. In addition to state and federal law, El Camino Health also follows all applicable fair and equitable employment policies from the County of Santa Clara.

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