

Joe Allen, Compensation Analyst

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A U.S. Navy veteran with extensive experience as a compensation analyst, landman, and project manager, demonstrating expertise in data analysis, compensation management, and HR analytics across various sectors.

Key Skills

- Compensation Strategy and Analysis
 - Job Architecture and Evaluation
 - Strategic Communications with Stakeholders
 - Analytical Thinking and Problem Solving
 - Market Pricing and Benchmarking Methods
 - Project Management in Total Rewards Initiatives
 - HR Data Analytics and Reporting
 - Data-Driven Decision Making
 - Advanced Excel and Microsoft Office Suite
 - HRIS & Compensation Management Systems
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Professional Experience

Compensation Analyst

TRC Companies, Inc.

Feb 2024 – March 2025

- Conducted comprehensive market analysis using compensation surveys to evaluate global pay trends and ensure internal equity and external competitiveness for this global environmental consulting company
- Executed salary benchmarking for a wide range of roles, aligning compensation practices with industry standards and supporting equitable pay decisions across business units for an international workforce exceeding 8,000 employees
- Leveraged compensation surveys and data analytics to provide well-informed suggestions on pay grades and salary structures
- Partnered with HR business partners and department heads to revise and develop all job descriptions, ensuring alignment with business objectives, regulatory requirements, and evolving role responsibilities

Compensation Analyst, Compensation Operations Supervisor

Walters Comp Consulting

May 2022 – August 2023

- Oversaw analysts and managed daily compensation needs for business units, including pay disputes, market analysis, unique job pricing, severance, system updates, and FLSA-compliant reporting
- Designed comprehensive compensation programs, including sales incentives, corporate bonuses, merit awards, and other bonus structures
- Evaluated market pay rates through published ad hoc surveys, recommending suitable pay grade levels
- Managed LTIP grants and communications for executive pay programs, aiding in the design of compensation frameworks using best practices for domestic and global salaries and currencies

- Trained and supervised a team of four compensation analysts, providing mentorship, performance feedback, and guidance on complex compensation scenarios.

Compensation Analyst

Cornerstone Building Brands

April 2019 – May 2022

- Oversaw company-wide programs for relocation, outplacement, auto/office allowances, service awards, and baby blanket initiatives
- Managed and refined the global career framework (job evaluation) system
- Developed and upheld processes to assess new roles and integrate them into the framework
- Ensured timely execution of all job creation tasks, including position setup, posting new or updated descriptions, and related steps

Due Diligence Specialist

Cinco Energy Management Co., LLC

June 2018 – April 2019

Managed acquisition and divestiture projects, post-closing curative, production status confirmation, ownership confirmation, interest confirmation, and reporting.

Quorum and Data Analyst

OOGC America LLC/NEXEN

May 2017 – June 2018

Eagle Ford and Niobrara Formations: Reviewed and analyzed leases, wells, and related documents from a significant acreage acquisition. Ensured quality control, standardized data, and Quorum entries. Managed and maintained all QLS records within designated prospects and areas of interest.

Pipeline Right-of-Way Specialist

Statoil Onshore USA

Oct 2014 – Mar 2017

Marcellus/Utica Formations: Secured right-of-way agreements for planned assets while ensuring compliance with regulatory commissions and environmental restrictions. Served as a liaison between land, construction, and engineering departments.

Military Experience

U.S. Navy, Desert Storm Veteran

- Air Traffic Controller, NAS Cecil Field, Jacksonville FL
- Supervised the safe, orderly flow of military and civilian air traffic with over 300,000 annual flight operations
- Graduated ATC school #1 of 33

Education

University of Tennessee – Knoxville

Coursework towards B.A. in Communications

1982-1986