**About isolved**

isolved is an employee experience leader, providing intuitive, people-first HCM technology. Our solutions are delivered directly or through our partner network to more than five million employees and 145,000 employers — who use them every day to boost performance, increase productivity, and accelerate results while reducing risk. Our HCM platform, isolved People Cloud, seamlessly connects and manages the employee journey across talent management, HR & payroll, workforce management and engagement management functions. No matter the industry, we help high-growth organizations employ, enable and empower their workforce by transforming employee experience for a better today and a better tomorrow. For more information, visit [www.isolvedhcm.com](http://www.isolvedhcm.com).

**Commission Analyst/Financial Analyst**

Location: Charlotte, NC

**Job Summary:**

As part of the Finance organization, the Commissions Analyst/Financial Analyst will be passionate about coordinating commissions administration, analysis and commission process efficiency while supporting the continued evolution of our sales go-to-market strategy. Success in this role requires an analytical demeanor, intellectual curiosity, self-direction, and a dedicated work ethic. The ideal candidate will have experience in a results-oriented, fast-growing software company, and has experience with reporting aggregation from multiple data sources.

**Core Job Duties:**

* Calculate monthly and quarterly commission payments based on plan components
* Generate and provide monthly commission statements and supporting documents for each sales rep
* Review all revenue bookings for accuracy and completeness, and partner with finance and operations teams to ensure data accuracy for commission calculations.
* Maintain effective controls and reporting to ensure integrity of sales commissions
* Act as the primary point of contact for commission questions, disputes and reconciliations on commission calculations.
* Building and maintaining financial budget and forecast models to be leveraged by the Finance team as well as Sales management for an understanding of commission expenses.
* Develop and produce monthly attainment and other key performance metrics and analysis for sales management
* Partner with sales and HR in our annual planning process to build incentives around the primary objectives.
* Develop projections for compensation strategies
* Perform additional finance functions and analysis as needed to support business
* Assist with ad hoc projects and reporting as needed
* Assist in the evaluation, implementation, and rollout of the commission process or software to support commission plans.

**Minimum Qualifications:**

* Highly detailed driven with emphasis on accuracy
* Ability to work both independently and within a team environment
* Excellent analytical, troubleshooting & strong interpersonal skills
* Strong communication and presentation skills and ability to work well within deadlines
* Ability to work in a fast-paced environment and to proactively anticipate and resolve potential issues
* Proficiency in use of MS Office (Excel, Word)

**Education and Experience:**

* Degree in Business Administration, Accounting or Finance preferred
* 1 - 3 years of experience in compensation administration

*isolved offers competitive total rewards including health & welfare benefits, career development and advancement opportunities, 401k match, annual merit and pay for performance bonus eligibility and a flexible, safe work environment.*

*We're an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status. isolved is a progressive and open-minded meritocracy. If you are smart and good at what you do, come as you are.*