

Recruiter	Req ID	Job Function (Sales, Consulting, Research, Tech, Marketing, Events)	Job Title
Lisa	R-100497	Employee Experience	Compensation Analyst
Matt	R-100496	Employee Experience	Senior Workday HRIS Analyst
Jim	R-100460	Marketing	Director, Demand & ABM Programs

Jim R-100473 Research Sr. Analyst - Banking Technology

Jessica R-100506 Sales Director, Sales Operations

Matt R-100501 Sales Account Director

Matt R-100526 Sales Manager Government Contracts

Job Locations (List all out)

Remote

Remote

Remote

Remote

Remote

Remote

Remote

Careers Page Link

https://forrester.wd1.myworkdayjobs.com/careers/job/Cambridge-MA/Compensation-Analyst_R-100497

https://forrester.wd1.myworkdayjobs.com/careers/job/Cambridge-MA/Sr-Workday-HRIS-Analyst_R-100496

https://forrester.wd1.myworkdayjobs.com/careers/job/Cambridge-MA/Director--Demand---ABM-Programs_R-100460-2

https://forrester.wd1.myworkdayjobs.com/careers/job/Cambridge-MA/Sr-Analyst--Banking-Technology_R-100473-1

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https://forrester.wd1.myworkdayjobs.com/careers/job/San-Francisco-CA/Account-Director_R-100501

https://forrester.wd1.myworkdayjobs.com/careers/job/Cambridge-MA/Manager--Government-Contracts_R-100!

What this job does?

The Compensation Analyst is responsible for attracting and retaining Forrester employees through the design and administration of all compensation programs. They gather data from market-based compensation surveys, and use spreadsheet and data analysis techniques to assess results and market trends.

The Sr. Workday HRIS Analyst is responsible for day-to-day operations, troubleshooting, reporting, and configuration in Forrester's Workday HCM and other relevant HR systems, serving as the primary point of contact; coordinates and oversees HR technology initiatives and projects, and ensures compliance with company policies and guidelines.

The Director for Demand and ABM Programs handles the strategic and operational responsibilities related to demand program objectives, including the activation (acquisition), validation (nurture), and acceleration of demand. This individual leads the collection, creation, and distribution of demand and ABM program best practices and works with regional marketers to apply them internally. This role manages a global team of demand program marketers.

Senior Analysts conduct innovative research and deliver advice through written reports, consulting, client inquiries, guidance and advisory sessions, and speeches. This Senior Analyst will be part of Forrester's financial services team, which conducts research into technologies that deliver product and business model innovation sought by banks, insurers, and wealth management firms.

As part of Forrester's global sales strategy team, the Director for Sales Operations works closely with global sales leaders to identify market potential and drive strategic hiring decisions. This individual leads and partners on Forrester's global or region-specific initiatives designed to drive performance and growth.

This role will support clients in implementing business transformations and customer-obsessed strategies that will drive client growth. As a trusted advisor to business and technology C-suite leaders, you will build long-term relationships with leaders who drive and influence the growth of their business. By creating and orchestrating global account strategies, you will anticipate your clients' needs, understand what drives their success, challenge them to think differently, and provide highly valued business insight to enable them to win, serve, and retain customers.

The Manager, Government Contract Administration will be responsible for managing the US and Canadian Government Contract Administration function within Forrester. This function will serve as a liaison among the government sales, capture, legal, product and pricing, and finance functions. Reporting to the director, global contract administration, this position will manage and grow the function.

What the role is responsible for (2-3 points)

1. Provide support for compensation cycles (promos, adjustments, and quarterly bonus and annual compensation planning)
2. Participate in market data surveys. Benchmark jobs against survey data to determine competitive compensation range. Assist with annual companywide market analysis to determine competitive positioning of pay programs
1. Provides human resources systems expertise and provides analytics and data as needed.
2. Provides ongoing HR reporting; evaluates and fulfills needed requests; ensures security, compliance, data protection, and sensitivity of HR data.
3. Provides support in resolving escalated cases or tickets, as it relates to HR systems.
1. Work with marketing leadership to develop a demand and ABM marketing program strategy that supports key business objectives.
2. Serve as the key stakeholder contributing to the organization's overall campaign framework on behalf of demand.
3. Design programs that include the best mix of integrated inbound and outbound tactics, including offline and digital.

The ideal candidate has... (3 points)

1. Two-Three years of compensation experience
2. Experience in analyzing large data sets in Excel
1. Five-plus years HRIS experience is required; Workday experience in time and absence, benefits, recruiting, and/or talent is preferred.
2. Demonstrated expertise with Workday HCM.
3. Demonstrated expertise with Microsoft Excel, including manipulating and analyzing large data sets, using lookups and pivot tables.
1. Ten-plus years of B2B demand generation experience.
2. Ability to Collaborate with 100's of sales professionals at once
3. Previous experience implementing Forrester research

1. Conduct primary and secondary research into key aspects of the responsibilities of technology executives and tech architecture and delivery professionals at banks, including technology strategies, vendor selection, industry trends, and best practices on how to apply technologies to drive business outcomes.

2. Write several long and short research documents that convey innovative ideas.

3. Establish an industry presence as an influential speaker and thinker; build relationships with senior technology professionals as well as with the vendors that serve them and the journalists who cover the industry

1. Facilitate the geographic strategic sales planning process and modeling with annual and quarterly updates
2. Partner closely with cross-functional leads to accelerate performance and remove obstacles.
3. Establish metrics that matter aligned to sales KPIs
4. Establish consistent tools and cadence to support account planning, deal reviews, and pipeline reviews.

1. Ten-plus years of experience in working in a technology-related role in the financial services industry, preferably for a bank, technology vendor, or consulting firm.

2. Deep intellectual curiosity about the impact of technology on the banking industry.

3. Knowledge of major digital banking trends and understanding of the industry landscape.

1. In-depth understanding of overall business operations and excellent project management skills; a track record of working with multiple stakeholders outside the team to drive a process forward.

2. Six-plus years' experience in sales operations, leading others with territory analysis and market assessment responsibilities.

3. Solid background in Salesforce.com and Anaplan is a plus.

1. Identify key business leaders and build and maintain long-term relationships with VP- and C-suite-level influencers and buyers.
2. Proactively pursue business development opportunities with prospective and existing premier clients to meet renewal, upsell and cross-sell goals.
3. Lead the development of a strategy and plan for the growth of premier accounts by maximizing efficiencies and identifying potential opportunities where Forrester can add significant value.
4. Build credibility through an in-depth understanding of a premier client's business, organization, external environment, and industry.

1. Ensure all government contracts are compliant, processed accurately, efficiently, and in a timely manner.
2. Work closely with all departments involved in government negotiations to ensure a smooth booking process (i.e., sales, capture, legal, finance, product and pricing, and collections).
3. Provide ongoing support to government sales/capture organization on current policies and procedures.

1. Demonstrate ability to strategically sell to and build relationships with senior-level executives (VP and above), such as CMOs, CIOs, CTOs, and CDOs.

2. Five to eight years of sales experience in addition to 10 to 15 years of professional experience.

3. Successful selling of multiple, intangible products, ideas, and solutions (e.g., consulting and research) to Fortune 1000 companies

1. Bachelor's degree in business or accounting eight years of contract, business administration, and/or sales-related experience in a high-volume, high-energy environment. (Strong procurement experience may also provide the necessary skills.)

2. Strong government business acumen.