

Commissions Analyst

CNP Technologies has been helping clients Build, Manage, and Protect their mission-critical IT systems for over 22 years. We boast a deep bench of tenured engineers and long-term employees, many who have been an integral part of CNP since the beginning. Being part of CNP means being surrounded by passionate and innovative thinkers who are focused on both elevating our employees and delivering long-term customer success in Unified Communications, Data Center & Network Infrastructure, Cloud Services, and Network & Data Security.

Our team is looking for a **Commissions Analyst**, who will be responsible for calculating, analyzing, reporting, and modeling variable sales compensation plans for CNP. This position will be primarily focused on producing timely and accurate Commission Reports for the various compensation programs at CNP. This involves working with large amounts of data, consolidating that data into cohesive data sets, and creating logical reporting to use in commission calculations. Additionally, this role will manage, report, and process all incoming Commission Sources to CNP from 3rd parties.

The ideal candidate will be an advanced user of Excel, who is extremely comfortable with functions such as VLOOKUP, pivot tables, etc. Prior experience with a commission tool (such as Xactly, Callidus Cloud, Anaplan, IBM Varicent, etc.) is preferred, although not mandatory. Additionally, this role will identify and monitor key financial KPIs, as well as deliver ad hoc reporting and forecasts to the team.

Responsibilities:

- End-to-end commissions processing, new hire input, plan generation, administration, commission calculations, query management, modeling, reporting, and systems maintenance for the sales teams
- Address inquiries from the sales teams for errors or modifications from payments under the Sales Incentive Plan. This will include audit, research, managing and communicating with vendors and partners to drive resolution for discrepancies
- Audit monthly payments and perform analytics to verify accuracy of the commission payment (in accordance with the approved Sales Incentive plan) and submission of variable compensation payments to payroll for processing
- Identify, prioritize, and communicate areas of enhancements to current processes and systems
- Present executives and senior leadership with detailed data and analysis to drive effective business decisions
- Work and drive projects in cross-functional teams to drive key initiatives and KPIs

Desired Qualifications:

- Commission or sales operations experience
- Strong proficiency in MS Excel is required
- Comfortable working in a fast-paced, high-growth business environment that is team based
- Solid project management skills, ability to independently manage tasks on time
- Proficiency in a CRM tool and a commission tool desired
- Demonstrates strong interpersonal, written, and oral communication skills.
Presents ideas and information in a concise, well-organized manner
- Identifies business needs and proposes effective solutions