

[State of the HR Nation]

## **The Compensation Crunch**

Dear Friends:

We're in the middle of a compensation crisis. With Silicon Valley's HR job market booming at dotcom levels and backdating scandals rattling HR departments, an extreme shortage of compensation professionals has exploded.

Every call we received the last two weeks evolved into a version of: "Can you find me a Senior Director of Compensation? Plus, my Compensation Manager just quit, and oh yeah, I need a Compensation Analyst." Our clients, some of Silicon Valley's top HR executives, are frantic, having to do compensation research and metrics themselves (and stay up all night doing them) because they can't hire compensation professionals fast enough.

To help our clients sleep at night again, we are offering a VF&Co-paid \$10,000 bonus to every compensation professional we place at any level, including Analyst and Specialist, now through June 30th. This means that in addition to the compensation package they receive for the new compensation job, once they've been on the job for 90 days, they'll receive an additional \$10,000 cash bonus directly from VF&Co. See our Compensation Searches below.

As the market for HR professionals gets increasingly competitive, the options for qualified human resources candidates become more and more attractive, so even if you're not actively looking, now is a great time to send in your resume. To make it easier for HR candidates to know which job is the right one for them, we've added the estimated comp ranges for each position. The final package often varies, but this should give you a good idea.

Take care,  
Valerie

### **[Human Resources Executive Search Opportunities](#)**

#### Compensation Searches

Senior Director of Compensation and Benefits (San Carlos, CA)

\$250,000 to \$300,000 total compensation+ \$10,000 VF&Co bonus

Growing public biotechnology company under new leadership with 800 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Director of Compensation, Benefits, and HRIS (San Jose, CA)

\$230,000 to \$250,000 total compensation + \$10,000 VF&Co bonus

Work for Valerie's favorite HR executive. Public with 8000 employees worldwide. French or German fluency a plus. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Director of Compensation and Benefits (San Jose, CA)

\$200,000 to \$220,000 total compensation + \$10,000 VF&Co bonus

Public high-tech company with 4000 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Director of Compensation (San Jose, CA)

\$180,000 to \$220,000 total compensation + \$10,000 VF&Co bonus

Be the number two compensation expert for a 100,000-person public high-tech company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Manager of Compensation and Benefits (Emeryville, CA)

\$150,000 to \$170,000 total compensation + \$10,000 VF&Co bonus

Public expert services company with 1200 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Manager of Compensation (San Jose, CA)

\$150,000 to \$180,000 total compensation + \$10,000 VF&Co bonus

Work for a public high-tech company with 8,000 employees for a new, strategic, and experienced HR group. Knowledge of foreign languages a big plus. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Manager of Compensation (San Jose, CA)

\$125,000 to \$160,000 total compensation + \$10,000 VF&Co bonus

Large global high-tech company with 100,000 employees. Work under new leadership. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Manager of Compensation (San Jose, CA)

\$125,000 to \$150,000 total compensation + \$10,000 VF&Co bonus

Public semiconductor company with 4,000 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Compensation Analyst (Emeryville, CA)

\$90,000 to \$100,000 total compensation + \$10,000 VF&Co bonus

Public, 1,200-person, expert services firm. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Compensation Analyst (San Jose, CA)

\$90,000 to \$100,000 total compensation + \$10,000 VF&Co bonus

100,000-person, public company with new HR team, and they're our favorite client. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

U.S. Based HR Executive Searches

Senior Vice President of Human Resources (San Carlos, CA)

\$350,000 to \$450,000 total compensation

800-employee, public biotechnology company with new CEO. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

International Senior Vice President of Human Resources (Los Angeles, CA)

\$200,000 to \$250,000 total compensation

Global, non-profit, 200-person company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Vice President of Human Resources (San Jose, CA)

\$190,000 to \$220,000 total compensation

Cutting-edge public electronics designer with 140 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Director of Human Resources (San Jose, CA)

\$205,000 to \$220,000 total compensation

8000-employees, public, high-tech, and with a new strategic SVPHR. French fluency and experience in a manufacturing environment a plus. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Director of Human Resources (Sunnyvale, CA)

\$160,000 to \$180,000 total compensation

Public software company in turn-around mode with 250 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Director of Human Resources over the Business Partners (San Jose, CA)

\$160,000 to \$200,000 total compensation

4000-employee, fast-paced semiconductor process company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Director of Human Resources (Emeryville, CA)

\$210,000 to \$230,000 total compensation

Public 1200-person expert consulting firm. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Manager of Staffing (Emeryville, CA)

\$135,000 to \$155,000 total compensation

International legal, academic, and governmental expert services firm. Public with 1200 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Manager of Human Resources (Los Angeles, CA)

\$110,000 to \$170,000 total compensation

Fast-growing internet start-up. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Manager of Benefits (Emeryville, CA)

\$90,000 to \$130,000 total compensation

1200-employee, public, global consulting services firm. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Human Resources Talent Management/Generalist (Mountain View, CA)

\$60,000 to \$85,000 total compensation

Global and public 550-person biotechnology company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Internationally Based HR Executive Searches

Director of Human Resources, Asia Pacific (anywhere in Asia - relo fine)

\$130,000 to \$160,000 total compensation

Global semiconductor public 4000-employee company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Manager of Human Resources/Business Partner (Hong Kong - relo fine)

\$140,000 to \$160,000 total compensation

Huge global high-tech company with 100,000 employees with new HR leadership. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Human Resources Contract Positions (Start Immediately)

U.S. Based HR Contract Positions

High-level, French or German-speaking Compensation and SAP Expert (San Jose, CA)

Three to four month assignment for public high-tech company working for Valerie's favorite HR executive. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

HR Director (San Ramon, CA)

Private software consulting services firm with 1600 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

HR Director (Dallas, TX)

Public telecommunications company with over 40,000 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Compensation Manager (Mountain View, CA)

Public, global biotechnology company with 550 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Talent Management Executive (2) (San Francisco, CA)

Private 7500-person insurance company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Talent Management Specialist (Sunnyvale, CA)

Public software company with 250 employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).