Imogen Castellanos-Wright

Compensation Analyst
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SUMMARY

Compensation analyst with 5 years in healthcare and technology, working in Workday, Excel and Radford and Mercer survey data. Rebuilt salary ranges for 340 job codes and ran the pay equity review that closed unexplained gaps for 120 employees. Known for clear pay recommendations that managers and finance can both trust.

EXPERIENCE

Compensation Analyst — Tarheel Health Partners

Raleigh, NC · Feb 2023 – Present

- Rebuilt salary ranges for 340 job codes using 3 market surveys, moving 18% of nursing roles to new ranges that cut first-year turnover by 9 points.
- Ran the annual merit cycle for 6,200 employees in Workday, keeping spend within 0.1% of the $14M budget.
- Led a regression-based pay equity review that identified unexplained gaps for 120 employees, closed with $410K in adjustments.
- Priced 150 new and changed roles a year, returning most job evaluations within 3 business days.

Associate Compensation Analyst — Brightforge Software

Durham, NC · Jul 2021 – Jan 2023

- Matched 210 jobs to Radford survey benchmarks and submitted the company's first survey participation.
- Built an offer calculator in Excel used by 12 recruiters, cutting offer approval time from 4 days to 1.
- Modeled equity refresh grants for 900 engineers, keeping the program within its 2-year share budget.

SKILLS

Compensation: Market pricing, job evaluation, salary structures, merit and bonus cycles, pay equity

Data and tools: Excel (advanced), Workday Compensation, SQL (basic), Tableau

Surveys: Radford, Mercer, WTW, Payscale

Compliance: FLSA classification, pay transparency laws, EEO-1 reporting

CERTIFICATIONS

Certified Compensation Professional (CCP), WorldatWork, 2024

EDUCATION

B.S. Economics, North Carolina State University, 2021

Fictional example by FindAJobAI: the person, employers and numbers are invented.