



# Principal Advisor - Compensation and Career Architecture

**Montreal - Full-time - 744000113270217**

## Apply Now:

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As a **Principal Advisor - Compensation and Career Architecture** at Ubisoft, you will play a key role in implementing and anchoring our recently deployed corporate career architecture at the local level. Acting as a trusted expert, you will bridge global directions with operational realities, ensuring consistent, fair, and sustainable people practices.

## What you'll do

- Act as a **principal subject matter expert** and primary point of contact between local teams and corporate partners on **career architecture**
- Partner closely with **Compensation, Human Resources, and Human Resources Information Systems** teams
- Influence discussions and decisions related to **career architecture**, role design, and career paths
- Design, implement, and document **local career architecture processes**
- Ensure **career data quality and integrity** within HR systems in collaboration with HRIS partners
- Manage the **career lifecycle**, including creation, updates, archiving, and employee alignment
- Conduct **impact analyses** related to pay equity, market alignment, and organizational coherence
- Advise leaders and HR partners on **career classification and evaluation practices**
- Support **governance and calibration processes** to ensure consistent decision-making

## What you bring to the team

- Strong expertise in **career architecture** and **compensation frameworks**
- Proven ability to translate **strategic guidance** into practical solutions
- Hands-on experience with **structured evaluation methodologies**
- Excellent **analytical and conceptual thinking** skills
- Strong **influencing and stakeholder management** abilities
- Clear and effective **communication and facilitation** skills
- High level of **integrity**, autonomy, and professional judgment
- Comfort navigating **complex and evolving environments**

## What to send our way

- Your CV highlighting relevant skills and experience
- Any work samples or documentation that demonstrate your expertise in compensation or career architecture