Vida Khademi

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Professional Summary

Accomplished executive and broad-based Compensation Consultant with over 3 years of experience across diverse industries, including technology, life sciences, and legal. With over 9 years of expertise in data analysis and advanced proficiency in Microsoft Office Suite, especially Excel, I most enjoy transforming complex datasets into actionable insights. Renowned for expertise in market analysis, job evaluation, and developing and administering effective compensation plans. I lead tailored, continuous engagements with clients and integrate the latest technological solutions to drive impactful results.

Skills

- Excellent analytical and quantitative skills
- Advanced proficiency in Microsoft Excel: lookups, pivots, formulas
- Microsoft Office Suite: Excel, Word, PowerPoint, Outlook, Power BI
- Google Suite: Sheets, Docs
- Strong knowledge of salary surveys and data sources including: ERI, Mercer, Willis Towers Watson, PayScale (Payfactors and Marketpay), Radford, salary.com, and industry-specific surveys
- Equity compensation advanced analysis

- Executive compensation: including analysis of Proxy Statements, and Forms 990s
- Salary administration
- Advanced benchmarking, job pricing and market analysis skills
- Knowledge of state and federal wage and hour regulations
- Global compensation expertise
- Geo-neutral and geo-specific pay structures
- Strong attention to detail
- Excellent project and time management skills

Experience

Alliant Human Capital | Remote United States
Compensation Consultant – Specialty Compensation Consulting   **4/2024 - Present**
- Act as a trusted compensation partner, providing expertise in broad-based compensation, executive pay, performance-based compensation, sales compensation, STI, LTI, and bonus plans.
- Design job architectures and compensation plans based on comprehensive market data analysis.
- Assess and audit total rewards programs, ensuring compliance while delivering tailored solutions and recommendations that align with the business objectives of HR, leadership, and employees.
- Explore and implement new tools to drive innovation and improve practice efficiency.
- Automate data analysis and modeling using Excel and Power BI, creating dynamic models and templates to enhance efficiency and accuracy.

Arthur J. Gallagher & Co. | Walnut Creek, CA(Hybrid)
Compensation Consultant   **12/2022 – 4/2024**
Senior Compensation Analyst   **6/2021 - 12/2022**
- Advising diverse organizations, from small businesses (<20 employees) to large corporations (>25,000 employees), on job evaluations, salary administration, and compensation-related issues. Ensuring compliance with pay equity principles and HR regulations.
- Optimizing budget allocation through data-informed analysis, to establish fair, competitive salaries that attract and retain top talent while maintaining fiscal responsibility.
- Performing statistical analyses, including regression analysis of Forms 990 data, proxy statements analysis, and the utilization of results to formulate executive compensation recommendations.

C2 Education | San Clemente, CA

Center Director 9/2019 - 9/2020

- Successfully built a team of professionals with zero turnover, surpassing previous staffing challenges.
- Devised processes to boost long-term business success and increase profit levels up to 305%.
- Built strategic partnerships to connect educational institutions with extracurricular organizations.

Varsity Tutors | Orange County, CA

Physics, mathematics, and astronomy tutor 8/2018 - 9/2019

- Designed and implemented STEM learning activities and hands-on resources, resulting in a 20% increase in student engagement and understanding, leading to a measurable 15% improvement in academic performance.

University of California Berkeley – Office of the Registrar | Berkeley, CA

Classroom Management Lead 8/2016 - 5/2018

- Supervised a team responsible for efficiently preparing general assignment classrooms for academic instruction, ensuring a seamless learning environment for students.
- Served as a campus and classroom policies and procedures expert, providing guidance and ensuring adherence.

University of California, Berkeley | Berkeley, CA

Data Analyst 10/2016 - 10/2017

- Employed Python programming to analyze astronomical datasets collected from 3 different telescopes and instruments. Cross-matched approximately 2000 data points from each source to identify the most dependable data for future research endeavors.
- Generated a comprehensive report describing complex data analytics and methodologies, aiding future researchers in selecting reliable data for astronomical studies.

Carnegie Observatories | Pasadena, CA

Research Assistant/Data Analyst 1/2016 - 8/2016

- Processed, analyzed and modeled astronomical data using IDL programming language.
- Delivered an engaging presentation to a board audience, showcasing the first-ever measurements of the chemical composition of approximately 2000 star-forming galaxies.

Cerritos College | Norwalk, CA

NASA /CASGC Microcomputer and Robotics Intern 1/2015 - 9/2015

- In a team of 4, built a sound-detecting mobile robot using Arduinos. It measures constructive and destructive interference of sound and was presented at Armstrong Flight Research Center upon completion.

Education and Certificates

Bachelor's Degree in Astrophysics

University of California, Berkeley | Berkeley, CA

Human Resources Management Occupational Skills Award, (60% completed)

Saddleback College | Mission Viejo, CA

Certified Compensation Professional (CCP) Candidate, (50% completed)

World at Work