

# United States Jobs Expertini®

## Senior Payroll Analyst (Mexico payroll operations)

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Company: Cognex Corporation

Location: Natick

Category: other-general

About us-Cognex is the largest, most successful and recognized global player in industrial vision! We are a financially strong, international company with no debt and have been in business for over 40 years. Using advanced optics, image sensors and artificial intelligence software Cognex vision and ID systems capture an image then analyze it to make sense of what's being seen. We are deeply committed to fostering an inclusive and equitable work environment, guided by our Work Hard, Play Hard, Move Fast culture, which celebrates employee innovation, determination, and dedication in a dynamic, fun, and distinctive atmosphere .

*We are working on a hybrid schedule, 3 days in the office, 2 at home.*

### The Role

Natick MA, the role will perform all Americas: Mexico, Brazil and Canada, payroll functions, the creation and processing, but also assist with the US Payroll, as needed. The successful candidate is experienced in payroll operations and innovative solutions that deliver best in class service and thrives in a fast-paced, collaborative environment. Reporting to the Senior Manager, Sales Compensation, the role will partner with Employee Services (ES), Finance, Accounting and Tax teams to develop and implement streamlined processes with a unique opportunity to be a key part of building the roadmap for our global payroll strategy and activities.

### Essential Functions

Manage end-to-end payroll processes and provide oversight of Americas: Mexico, Brazil and Canada payroll operations to ensure accurate and timely payments to

Cognoids, required country reporting & payroll tax filing.

Assist with the current and long-term strategic vision for the Mexico, Brazil and Canada payroll function; assess current processes and systems; identify best practices in payroll administration and automation.

Ensure operations are performed in compliance with internal policies, country, and local laws and are aligned with Sarbanes-Oxley Act (SOX)

Provide all payroll operational steps and funding in partnership with internal teams in ES and Finance

Work with internal and external audit teams on quarterly and annual payroll audits

### **Knowledge, Skills and Abilities**

Passion for the technology side of payroll looking to lean on technology to drive optimization in the team.

ADP experience is strongly desired.

Proficiency with other systems and system implementations, such as SAP, UKG and Workday is desirable, but not required.

Ability to manage external vendors effectively if required.

Keen instincts for solving complex issues using strong analytical and creative problem-solving skills

Strong process orientation, numerical aptitude and attention to detail

Effective organizational, time management and project management skills

Able to adapt to rapidly changing environment and enjoy working in a fast-paced culture

Excellent interpersonal, communication and presentation skills

Commercial awareness and understanding of business & financial concepts

### **Minimum education and work experience required**

Bachelor's Degree in Accounting, Business or equivalent is desired

5+ years of relevant experience in a similar role is highly desirable, including experience working at a public-listed, global technology company.

Experience in America Payroll: Mexico is required, Brazil & Canada payroll is desired.

Experience in US payroll a big plus but not required.

### Disclaimer

statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

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