

Implementation Guide: Compensation

What is Compensation?

Deel's Compensation tool helps you plan and execute compensation cycles, align pay across teams, and access global salary benchmarks—all in one unified platform.



Internal Readiness Checklist

Before onboarding begins, ensure your team has:

- ☐ Job architecture or leveling framework (if applicable)
- ☐ Salary band spreadsheet, including roles, levels, departments, pay ranges or fixed values, and currency (if applicable)
- ☐ Identified roles involved in compensation planning and approvals
- ☐ Approval logic
- ☐ Compensation cycle calendar (target launch and end dates)
- ☐ Historical compensation cycle data (optional)

What Does “Onboarding Complete” Mean for Compensation?

- Default currency set up
- Additional currencies added
- User access granted
- Job Architecture set up: job family groups, families, and profiles
- Workers assigned to job architecture

Resource Hub

Where to find support and tools:

- [Deel Academy](#)
- [Help Center](#)
 - [Organization and Group Management](#)
 - [People Management](#)
- Support – via your OBM and CSM

Compensation Onboarding Checklist

Set up the following:

- ☐ Job Architecture Uploaded
- ☐ Employees Leveled Against Job Architecture
- ☐ Compensation Bands
- ☐ Permissions and Roles
- ☐ Currencies Configured