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# Example of Reward Consultant Job Description

Our company is growing rapidly and is looking for a reward consultant. To join our growing team, please review the list of responsibilities and qualifications.

## Responsibilities for reward consultant

* Grow Mercer client portfolio
* Initiate and drive reward related projects locally and regionally (examples include sales incentive, benefits harmonization, market competitiveness, job levelling and pricing, benefits sourcing)
* Educate the company on practices and needs for the countries in the region
* Escalate and resolve compensation or benefits concerns that may exist at country level to corporate rewards
* Collaboration in specific Corporate Compensation projects, besides being responsible of the annual Compensation processes for the cluster (salary increase, salary guides adjustment)
* Work to make the company chosen HR model efficient and effective, leverage the Shared Service Centerpo, Local HR and CoE
* Providing advice and guidance to HR team on specific reward related issues
* Manage the development of client facing, strategic communication deliverables across the breadth of pensions and reward specialisms including DB and DC pension schemes
* Help grow the communications revenue through managing and delivering business development activities, building relationships with internal colleagues and clients, meeting a sales target and implementing financial rigour on projects to maximise profitability
* Develop engaging communications strategies and plans, clear narratives and messaging for complex pensions and reward communications, conduct pulse surveys, focus groups and desktop analysis and design employee awareness campaigns

## Qualifications for reward consultant

* Excellent team player with the ability to build effective relationships at all levels
* Experience of delegation
* Part-qualified actuary with experience advising companies and/or trustees in relation to defined benefit pensions
* Checking of calculations performed by more junior colleagues and drafting deliverables to clients
* Liaising with clients (internal and external) and third parties to deliver projects
* Developing more junior colleagues