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# Example of Reward Consultant Job Description

Our company is hiring for a reward consultant. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

## Responsibilities for reward consultant

* Share & Save Schemes
* Total Reward Discounts
* Reviewing, designing and delivering an inspiring reward model by working close with our Systems & Insights Manager and wider people team
* Providing guidance, support and coaching to the colleagues as part of the projects
* Building effective relationships across the different levels of the business to understand and analyse the business needs
* Developing strong day to day relationships with your clients, who will call upon your deep technical expertise to help them develop appropriate, effective remuneration strategies
* Preparing and/or reviewing key Remuneration Committee papers, providing input and insight to in-house reward teams using client, market and industry knowledge
* Providing advice in relation to the design and implementation of bonus, deferral and long-term incentive arrangements for Board and below Board individuals, including for specific teams
* Designing executive pay strategies, linking pay to corporate performance, and taking into account regulatory and corporate governance requirements and institutional investor views
* Assist key clients on reward regulatory matters, including reward governance considerations and linking remuneration with risk, conduct and culture

## Qualifications for reward consultant

* Managing high-profile and complex client accounts and relationships
* Developing strategies for the tax compliant and tax efficient delivery of incentives
* Drafting share plan and related employee communication documents (plan rules, FAQs, tax guides)
* Assistance with preparing technical updates to send to clients and contacts, in relation to the changes of tax and legal treatment of incentives
* Attending client service meetings and speaking to clients as required to discuss the advice
* Providing support on proposals and business development activity