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# Example of Rewards Consultant Job Description

Our company is searching for experienced candidates for the position of rewards consultant. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for rewards consultant

* Providing analytical services on topics such as cost of labor, benefit program design, pay trends, linkage of merit results to performance, incentive plan design
* Leading the administration of total rewards programs and associated vendor interactions
* Supporting international assignment deployment and analyses
* Supporting executive compensation analyses and preparation of materials for Board of Director presentation
* Supporting management training activities to build understanding and skills in our management team
* Managing projects through various stages from consultation with the business while defining the question through complete implementation
* 5 years of experience with compensation, benefits and international assignments
* An ability to build partnerships with team members and managers, even when they are located in other parts of the world
* Partners with HR Business Partners and managers to understand and support business objectives by providing total rewards analytical support, consulting, and advice
* Aligns total rewards approaches with business needs of the client groups, developing creative solutions for business retention and recruitment issues

## Qualifications for rewards consultant

* Demonstrated ability to work in an environment where work was done not through hierarchical methods but by leadership and managing by example
* Provide analysis to support compliance with all relevant regulations
* Bachelor's degree or equivalent in Mathematics, Actuarial Science, MIS or a related field
* One year of experience providing actuarial consulting services to clients in the life insurance industry on behalf of a global consulting company
* 6+ years work experience in marketing or related field
* Consumer-centric mindset and strong marketing gut