



Example of Rewards Consultant Job Description

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Our growing company is searching for experienced candidates for the position of rewards consultant. To join our growing team, please review the list of responsibilities and qualifications.

Responsibilities for rewards consultant

- Partner closely with the Staffing team to appropriately align pay with our competitive practice and philosophy
 - Of the Workday solution
 - Completes work assigned by the project manager within prescribed
 - Coordinating with the Total Reward function in Bellevue on the management and delivery of cyclical Reward activities benefits renewal, managing flexible benefit programs, pay and benefit surveys, development of salary ranges, total reward education
 - Develop and publish quarterly Rewards communications handbook, oversee and approve all communications across the company with Rewards messaging and influence business partners as needed to ensure alignment to vision
 - Partner with Business Technology, E-business, Acquisition, Portfolio, Statements, Customer Service & Engagement (CSE), and Legal to execute the Match post-booking experience across all channels
 - Monitor competitive landscape to identify all Rewards enhancements within the industry
 - Management presentations, reporting, and other ad-hoc projects as needed
 - Provides consultation and analysis support on various compensation issues for assigned global client groups
 - Advising HR Business Partners and managers on total rewards decisions to ensure alignment with policy and business objectives
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- Occasional travel required (most client communication is performed via web-based technology)
- Bachelor's and 12 to 15 years experience
- 5+ years of Compensation and Benefits related experience
- Working knowledge of APAC country regulations
- Strong understanding of broad-based compensation programs (base pay/variable pay/equity), pay for performance, benchmarking/market data, job evaluation
- Good knowledge of process management and system landscape, ideally in HR