



Example of Rewards Consultant Job Description

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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