



Example of Rewards Consultant Job Description

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Our innovative and growing company is searching for experienced candidates for the position of rewards consultant. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

Responsibilities for rewards consultant

- Assist with executive summaries and analysis to provide a macro view of market trends and how issues may impact the business units in preparation for year-end decisions
- Contributes as a member and thought leader of the global Total Rewards team
- Uses technology and data analysis to identify business compensation trends (e.g., pay differentiation, systemic risk) and market compensation trends (e.g., talent market volatility and availability), and partner with global business HR to develop solutions
- Focuses on continuous improvement of analytical insight effectiveness and process efficiency
- Monitors the practical application of total rewards strategies and guidelines to assess their relevance and effectiveness
- Supports the business with the administration of regular total rewards programs, including compensation planning and manager training
- Partners with global team members to help address regional total rewards issues
- Develops pay structures based on market data analysis, with a focus on executive compensation and sales compensation
- May contribute to other global Total Rewards team projects based on business needs
- Builds effective working relationships within HR and other departments to

Qualifications for rewards consultant

- Experience in multiple industries/companies, not just financial services/SunTrust
- Ability to work independently working collaboratively to introduce new value added services internally and to clients
- Keen business acumen and proven ability to align clients' business strategies and rewards/talent programs
- Ability to influence senior management and work across all levels of an organization
- Exceptional communication skills both written and oral in German and English
- In-depth expertise and professional network within the Financial Services industry/client segment is a plus