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

- Proactively review the compensation and benefits programs and identify actual or potential issues and propose solutions to the Director, Total Rewards
- In the absence of the Director, Total Rewards, make decisions as necessary to insure continued functioning of the department
- Participate in vendor negotiations to identify impact of proposed contract changes and effectively manage vendor relationships
- Partner closely with the Director of Total Rewards in the development of business plans, process improvements and communications
- Act as a resource for Total Rewards Analysts
- Provide assistance on other SWS projects as assigned
- Guide & develop junior staff.Lead & Manage Projects, as assigned
- Design, implement and assess functional incentive plans ("FIP") in order to encourage and reward behaviors that are client centric and consistent with strategic objectives
- Develop and lead annual/semi-annual performance and award calibration processes
- Advise Executive Leaders of insights related to pay-for-performance and relative correlation to financial results

## Qualifications for rewards consultant

- Analytical skills must be strong - proven ability to break a problem into root

- Skilled at establishing credibility with management teams or boards and in discussing complex client business issues and potential solutions
- Expertise in either Reward, Talent Management or Communication and Change Management
- Demonstrated ability to build strong client and associate working relationships
- Proven ability to lead and develop a team of high performing consulting professionals
- Self-driven achiever with a value for teamwork, collaboration, decisiveness, integrity in all that is done