

Head of Reward

> People > Human Resources

What's it all about

Develop and implement reward and remuneration strategies in line with NHG's people strategy and business objectives.

How you'll make a difference

Reporting to the HR Director, you will provide an expert and proactive reward service. Working closely with colleagues in the HR team you will deliver reward strategies that supports a strong performance culture and excellent customer service across Notting Hill Genesis.

How you'll do it

- Lead on the design and implementation of NHG's reward strategies, benefits and associated remuneration policy.
- Manage the Payroll and Benefits Manager and ensure our payroll is well run and compliant.
- Ensure our reward and benefits packages are competitive and effective to attract and retain high performing employees
- Ensure equality, diversity and inclusion is at the core of our reward and pay practices and lead on gender and ethnicity pay reporting.
- Lead on cyclical reward activities including bonus scheme reviews, executive/board pay reviews and general pay review modelling.
- Undertake salary benchmarking and support the role sizing and salary setting process. Oversee requests for in-year pay increases and support salary setting for business restructures.
- Invest in business relationships to ensure high levels of customer satisfaction and a good understanding of business areas to help meet their targets and objectives.
- Use a data driven approach to enhance our reward and pay strategy. Work with the team to establish and embed key metrics and performance indicators.
- Manage and maintain effective relationships and delivery from our benefits providers. Achieve

value for money and undertake reviews where required.

- Assist with consultation on changes to pay, benefits and associated terms and conditions of employment.
- Build and maintain up to date knowledge of innovative reward practices to adapt best practices. Assess the impact of major policy and legislative changes from a pay and reward perspective, working close with the HR Policy Specialist.
- Ensure that you follow and keep up to date with all relevant Notting Hill Genesis and statutory policies and related procedures including health and safety and financial regulations.
- Hybrid arrangements - at least three days a week in an office. On other days, working from will be possible.

All about you

Behaviours for success

Our values set out what we stand for. You'll need to show us how you match them and how you'll behave to ensure those are visible when carrying out your work.

- Compassionate
- Progressive
- Dependable
- Inclusive
- Empowered

For each value, we've created example behaviours to help you understand our expectations in more detail. Please [refer to the framework](#). This role is at **leadership** level.

This is a people manager role. Please [refer to our people manager standards](#).

Essential knowledge, experience and skills including qualifications and professional membership

- Significant experience reward and pay design and implementation aligned to organisational goals.



Working better together
for our residents

- Excellent communication and influencing skills, including writing complex business reports and delivering presentations.
- Experience of coaching and managing a team and/or coaching and delivering through others.
- Deep understanding of reward practices and experience of bonus scheme design.
- Ability to use data analytics and funnel metrics to inform and direct reward/pay strategies, measure effectiveness and identify areas for improvement.
- Demonstrable experience in working effectively with external partners and driving value for money.
- Proven ability to engage and gain trust as a specialist based on expertise, experience, and a thorough understanding of the pay and reward landscape.
- CIPD (level 5/7) or equivalent demonstrable experience
- Excellent IT and systems skills including Microsoft office