

Head of Reward Bath or Darlington

This is a unique opportunity to join our newly formed Senior HR team as Head of Reward, partnering with business stakeholders to develop, implement and deliver a comprehensive, group-wide strategy and service.

ReddeNorthgate was formed in early 2020 following a successful merger to become the UK's foremost integrated mobility solutions provider. At a Group level, our objective is to create a single 'shared-service' HR function that works alongside our core businesses to provide high quality, commercially-focused support by delivering enhanced people services.

Joining us at the very start of this journey, as Head of Reward, we will look to you to establish yourself as our in-house specialist, offering more than just being the 'custodian' of Group grading and salary structures, commission and incentive schemes and our employee benefit offerings. By proactively seeking out and developing fresh approaches to rewarding and recognizing our people, you will have a central role in ensuring we are seen as an Employer of Choice, able to retain and attract the best talent in a competitive marketplace.

Your reward, compensation and benefits expertise makes you an invaluable source of commercial insight for your HR and operational leadership colleagues through research, reporting, and analysis, as well the natural owner of our relationships with third-party suppliers including benefits, pension and share-scheme providers. Ours are busy, constantly evolving businesses and we know the right person will find room to improve our approach to Reward and Benefits.

About you

- First and foremost you build your success on working effectively with others – whether an HR peer, a stakeholder or third party partner, as our Head of Reward, you know how to get the most out of each relationship.
- You have a sound working knowledge of reward, compensation and benefits and relevant employment law – you don't need to be CIPD qualified but you do have proven HR background and know how to benchmark and design salary, grading, commission and benefit schemes that motivate our people.
- You have a common sense, commercially minded business approach – you can demonstrate a data rational, analytical approach when producing, assimilating and analysing insightful reporting, business intelligence and MI.
- You are a driver for change and continuous improvement – with experience of implementing new approaches to compensation and benefits; others really buy into your ideas.
- You get involved in every part of your business – you take pride in understanding exactly what makes your business tick and lead by example, setting high standards.

As Head of Reward, we offer you:

- A basic of up to £60k pa, reflecting your experience and knowledge.
- A Car Allowance of £8k pa and an enhanced pension scheme
- Additional employee benefits (including, employee assistance, life assurance and retailer discounts etc.)
- An exciting opportunity to build a new way of working, where you can really make your mark.
- A supportive, like-minded peer group of HR and People specialists all aiming for the same goal.

Be part of our future

If you would love to join our senior HR team as Head of Reward, we encourage you to find out more. Apply today by emailing your CV to apply@northgate.careers.com.