



WILLIAM GRANT & SONS

ROLE PROFILE

Role Title	Reward Manager
Internal Reference	CEN-0192
Business Unit / Group Function	Central Services
BU Team / Sub-Function	HR
Location	SBP
Team Leader Role	HR Director, Reward
Role Level	4A
Team Members	No
Role Purpose	
To manage key reward activities and projects in line with the William Grant & Sons Reward Strategy and approach to pay, bonus and benefits	
Accountabilities	
<ul style="list-style-type: none">- Deliver job design services encompassing Job Analysis and applying Job Evaluation methodologies validation to ensure fair, accurate and consistent job grading.- Plan, develop and execute the implementation of Job Family Model / Career Ladder processes ensuring that the job design remains current and relevant.- Participate in the annual Performance Bonus and Pay Review processes, ensure calculations are correct and submission deadlines are kept whilst engaging with key stakeholders within agreed timescales.- Interrogate, model and analyse complex data relating to all elements of Total Reward in support of Reward initiatives and ad hoc Projects ensuring accurate and quality of analytics.- Identify external reward benchmark providers and ensure participation in appropriate reward benchmarking surveys in support of our global operations.- Maintain an overview of the provision of benefits globally and maintain understanding and knowledge of local/national market practice in all geographies.- Contribute to the design and lead the delivery of benefits communication and education.- Provide advice to HR teams and wider business on Reward policies and practices, whilst ensuring legal compliance and internal consistency.	