

ROLE PROFILE			
ROLE TITLE	Group Rewards Manager		REPORTING TO: Group HR Executive
ROLE PURPOSE	Reporting to the Group Human Resources Executive the incumbent will act as subject matter expert for total reward policies and practices. Responsible for support, development and implementation of best value compensation and benefits solutions to support the organisation. This position will play a fundamental role in compensation projects that will shape and mould HR practices across the local and international business.	LOCATION	Durban

POSITION REQUIREMENTS		
Educational Qualifications & Experience	<ul style="list-style-type: none"> • At least a Bachelor’s Degree (preferably commercial) and / or compensation related qualifications essential; • Proven track record of delivering remuneration strategies preferably within a multinational; • A minimum of 5 years’ experience in a senior capacity in compensation and benefits. 	
Competencies / Skills:	Skills and Attributes: <ul style="list-style-type: none"> • Planning; • Organizing & coordinating; • Verbal and written communications skills; • Analytical skills; • IT systems; • Attention to detail; • Results driven; • Integrity Problem sensitivity; • Written comprehension; • Speech clarity; • Oral & written expression and comprehension; • Speech recognition; • Information ordering; • Deductive reasoning; • Inductive reasoning. 	Knowledge: <ul style="list-style-type: none"> • Human Resources; • Administration and management; • Relevant legislation; • Financial knowledge; • HR systems knowledge, • HR policy and procedure; • Remuneration structuring; • Multinational experience;

**KEY PERFORMANCE AREAS
(What must be done)**

SPECIFIC OUTCOMES / CORE TASKS, RESPONSIBILITIES & AUTHORITY

- Contribute to the development of new compensation strategies through creative input combined with data analysis and a deep understanding of the company's future challenges (bonus plans, market positions, salary range, design, and pay mix analysis);
- Design and implement compensation and benefits policies and practices to ensure that programs are current, competitive and in compliance with legal requirements;
- Design and implement retention plans/ schemes;
- Perform compensation and benefits analysis in line with global and guidelines and principles (including data submission, data extraction and analysis, reporting and recommendation presentation);
- Act as recognised subject matter expert by advising HR and Line Managers on compensation and benefits in the organisation;
- Responsible for compilation of job descriptions and the maintenance thereof;
- Custodian for the job evaluation processes within the organisation;
- Lead and be actively involved in the deployment of the grading system;
- Responsible for all aspects relating to international assignments (including compensation and benefits, tax relocation);
- Responsibility to educate employees and managers on compensation and benefits.
- Performance of research and preparation of schedules and reports for the Group Remuneration Committee as required.

**RATING
(1-5)**

COMMENTS