

Senior Reward Advisor

Job Level	KF16	Kornferry Function	HRC
Directorate	ISD	Function/Service	People Services
Direct Reports	-	Indirect Reports	N/A

The Leadership and Management of our people is critical to us as an organisation.

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. This [framework](#), along with our [Values in Action](#) and **Fundamental Principles**, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about this [here](#)

Purpose	This is a key, technical expert role in our Reward team. The role will be responsible for providing essential support and management of BRC reward arrangements whilst contributing to the development and integration of new and existing programs, policies and procedures. The role holder will lead on key reward projects.		
Budgetary responsibility/ accountability	N/A	Accountability for other resources	N/A
Key Responsibilities	- Support the delivery of the Reward Strategy and lead on key deliverables within it, alongside Reward team colleagues - Lead on agreed projects, engaging with relevant stakeholders and undertake external research and benchmarking as needed - Contribute to Korn Ferry job evaluation alongside the rest of the Reward Team; guiding relevant teams on methodology and process - Carry out complex reward data processing and modelling for key Reward initiatives - Contribute to continuous efforts to make the British Red Cross Reward offer clear, accessible and engaging for our people - Work with People Partners (and wider People Services colleagues) with complex reward queries - Be part of the project team for the Pay Award alongside the wider Reward Team and key project group colleagues - Support the design, development and integration of new and existing reward guidance, policies and procedures - Keep abreast of changes in legislation to ensure policies and procedures are compliant. <i>The responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.</i>		
Knowledge & Skills <i>*Essential</i>	- Excellent communication skills, both written and verbal, and able to convey complex information clearly and concisely to a diverse audience* - Strong problem-solving abilities, with meticulous attention to detail with the ability to make connections from diverse information sources* - Strong stakeholder management skills - Proficient in Microsoft Office programs including data analysis - Strong numerical, analytical and market research skills with the ability to convert analysis into sustainable recommendations and concise reports*		

	• Pragmatic and commercial mindset*
Experience <i>*Essential</i>	• Proficiency in managing annual reward activities, including pay reviews* • Experience of working on employer benefits offer and platforms* • Previous experience of job evaluation methodology, salary surveys and benchmarking* • Experience of identifying, documenting and implementing process improvements in a complex environment. • Track record of designing, developing and implementing new policies and/or procedures • Experience of advising and influencing various stakeholders on policy application and compliance. • Experience of leading on reward projects*
Additional requirements	

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/None
PVG- Scotland	Adult/ Child/ Adult & Child/ None
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/None
Driver Check	Yes/No
International Roles Only	
International Police Check	Yes/No
International Driving Licence for manual cars	Yes/No

Role Reference		Review Date	October 2025
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We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.