

# Reward Director

## Job Description

<b>Job Title</b>	Reward Director	<b>Role Description</b> The Reward Director will oversee the establishment, application and management of salary, bonus and benefits packages for all employees employed under the plc, which includes CUK, ABG and HA Group currently. This will involve managing several budgets and having an expert knowledge of CUK's company aims and business profitability.
<b>No. in role</b>	1	
<b>Reports to</b>	VP, Future Readiness	
<b>Direct reports</b>	Reward Managers Reward Analyst Senior Mgr, Pensions & Risk Benefits	<b>Key Interfaces (C&amp;I)</b> (direct stakeholders) Talent & Culture VP Talent & Culture Directors (Culture, Learning, Talent) D&I Lead PLT ELT SMT People Directors (HRBPs)
<b>Indirect reports</b>	0	<b>CUK Grade:</b> CUK5
<b>Issue Date / Version</b>	06.06.18	001

### Accountabilities

- Reward and Pensions strategy and programmes** - Define the overall CUK reward and pensions strategy and implement programmes and schemes that comply with applicable legal regulations, D&I considerations and ultimately support delivery of CUKs cultural objectives and EVP. Own relevant reward and pensions policies and procedures to support the growth of CUK and delivery of People strategies.
- Budget and Funding** – Define and effectively manage the annual budget requirements for Rewards & Pensions programmes.
- Collaboration** – Work effectively across sister brands to deliver a cohesive employee experience, sharing insights and experience. In addition, coordinate an integrated view of the overall Reward & Pensions strategy and requirements across Shore, Maritime, P&O and Cunard acting as the Reward & Pensions specialist contact point for the FLT / SMT – ‘double hat’ and work in a matrix across the business and within the Talent & Culture team.
- Third Party Engagement** - Build and own effective relationships with third party talent providers to help with the overall delivery of Reward & Pensions strategy and programmes, holding them to account against agreed KPIs / SLAs.
- Team Management** – Provide ongoing performance management and development opportunities and support to the Reward and Pensions team to ensure successful delivery of results.
- Quality Assurance** – Ensure that the quality of Reward and Pensions schemes, initiatives and frameworks is in line with expected outcomes and EVP.

### Responsibilities

#### Reward & Pensions

- Design, implement and monitor the Reward and Pensions strategy, including: salary benchmarking, pension arrangements, benefits management and annual compensation events such as bonus and salary review.
- Design, implement and sustain a Benefits offering that supports the attraction and retention of employees.

#### Relationship and Stakeholder Management

- Work with the D&I Lead to ensure all aspects of Reward & Pensions are focused on diversity and inclusiveness to ensure accessibility and equality of approach to all employees across CUK.
- Build strong relationships with a matrix of senior stakeholders across the business and work collaboratively across sister

brands to share insights and thought leadership.

## Responsibilities Cont'd

### Relationship and Stakeholder Management Cont'd

- Develop a network of colleagues and external advisers, keeping abreast of regulatory / legislative developments and benchmark practice in order to influence policy and strategy development and share best practice
- Select and establish third party relationships to support delivery of Reward & Pensions schemes.

### Continuous Improvement

- Evaluate the success of Reward interventions for improvement opportunities through regular communication and feedback and modify/adjust where necessary.

### Budget Management

- Manage Reward & Pensions budgets and forecast current and future costs for CUK.

### Innovation

- Provide the latest market knowledge, including recent tax inferences particularly in relation to Reward & Pensions.
- Maintain oversight of Pensions operation and ensure reward and benefits policies are aligned with CUK regulations.
- Attend relevant training courses, workshops, meetings and seminars as required.

### Team Management

- Provide leadership and coaching to the Reward & Pensions team.
- Create strategies to improve the productivity and efficiency of staff.
- Understand and effectively manage anticipated demand and capacity within their team.

### Relationships (Internal & External)

- Work with the Reward Specialists and Pensions Lead to provide business feedback and continuous improvement to inform future policy direction.

## Scope and skills/competencies required:

Preferably a qualified accountant with significant experience in a Reward & Pensions related role.

### Knowledge

HR Knowledge (Policies/Procedures)

### Credibility

Influencer / persuader  
Analytically agile  
Executes professional judgment  
Impactful

### Alignment:

Strategic development  
Business acumen  
Commercial awareness

### Performance:

Drives results  
Delivers quality and strives for continuous improvement  
Manage risk  
Provide insights

### Relationships:

Stakeholder management  
Employee champion  
Coach / developer

## KPIs: