

Candidate Information

Position: Reward Partner
School/Department: People and Culture
Reference: 25/112967
Closing Date: Monday 10 November 2025
Salary: £51,016 to £62,695 per annum
Duration: Permanent

JOB PURPOSE:

This role primary responsibility is to design and deliver a reward framework that enables a high-performance culture, enhances employee engagement, and strengthens the University's employer value proposition.

MAJOR DUTIES:

1. Lead the design and development of a holistic Total Rewards framework covering pay, benefits, recognition and career pathways.
2. Ensure reward strategies are integrated with organisational design, change, and talent initiatives.
3. Provide expert advice to senior stakeholders on reward-related matters and manage and motivate reward team members.
4. Use advanced HR analytics to forecast talent trends and evaluate reward effectiveness.
5. Maintain a robust job architecture and evaluation framework to support career progression and pay equity.
6. Conduct multilayered market benchmarking to ensure the University's total reward package remains competitive, using data to guide reward recommendations.
7. Model financial impacts of proposed pay and benefits changes, providing cost-benefit analyses to inform senior decision-making.
8. Oversee annual and cyclical reward processes including pay reviews, academic progression, and recognition schemes.
9. Support pay negotiations and consultations with Trade Unions, enabling transparent and constructive relationships.
10. Promote the University's Total Rewards offering through personalised communications and technology-enabled tools.
11. Lead the design of innovative, non-financial recognition initiatives aligned with University values.
12. Act as the primary reward and performance partner to HR Business Partners and managers. Keep up to date on emerging pay trends and sharing best practice.
13. Build strategic relationships across academic and professional services to co-create tailored reward solutions. Report to and participate in University committees as required.
14. Represent the University in sector-wide forums to influence best practice and bring external insights into internal strategy.
15. Undertake Human Resources projects as and when required and assist in coaching/ mentoring wider Human Resources on Reward related matters.
16. Responsible for the job evaluation process, ensuring consistency, fairness, and adherence to governance frameworks.
17. Any other duties that fall within the general ambit of the post.

ESSENTIAL CRITERIA:

1. A degree and/or post graduate or professional qualification in a relevant subject, plus significant (minimum of 4 years') broad management/professional experience in similar or related reward roles* OR Substantial vocational and relevant management experience demonstrating management ability in an appropriate professional or specialist capacity in similar reward roles*.
* Reward leadership role(s) within a large, complex, unionised environment.
2. Significant relevant experience leading large-scale change projects related to people and reward systems.
3. Broad and deep working knowledge of Reward policies and processes.

4. Demonstrable proficiency in HR information systems and data analysis tools (e.g. Excel, HRIS platforms, reporting dashboards), with the ability to extract, interpret and present complex reward data trends and patterns to support evidence-based strategic and operational decision-making.
5. Proven ability to influence senior stakeholders.
6. Well-developed problem-solving capability.
7. Well-developed communication and interpersonal skills.
8. Demonstrable ability to adopt a credible approach which demonstrates clear understanding of business acumen.

DESIRABLE CRITERIA:

1. Member of CIPD or equivalent Reward related Professional qualification.
2. Experience in the higher education sector.
3. Familiarity and relevant experience with Korn Ferry Hay job evaluation methodology.
4. Experience working in a matrixed organisation.
5. Presentation and facilitation skills.
6. Proven effective people management skills and experience effectively managing a team.
7. Demonstrable knowledge of emerging HR technologies, including AI in reward and compensation.