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| **Role Title:** | Head of Reward  | **Responsible to:** | Executive Director – People and Culture |
| **Division:** | People and Culture | **Department:** | Reward and Benefits |
| **Direct reports:** | Reward and Benefits Lead | **Scope:** | Strategic reward globally |
| **Scale:** | 4 People£x Budget |
| **Regulated Function:** | No |
| **Evaluation Level:** | Guide 2  | **Role Family:** | Group Corporate Functions |

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| **Role Purpose** |
| As a member of the People and Culture leadership team, the purpose of the role is to lead the development and implementation and ongoing oversight of the organisations reward and benefits strategy which will support the sustainable growth of the organisation and a strong EVP. |

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| **Accountabilities (RACI)** | **Measures of Success/KPI’s** |
| **Leadership*** Provide strategic, thought leadership across People and Culture and wider MPS on the design and delivery of the global reward and benefits strategy
* Define the MPS reward and benefits strategy and objectives including the total reward portfolio and lead on the transformation from current cultural state to aspirational state, ensuring a reward strategy that is global, sustainable and adaptable.
* Oversee the development and implementation of all reward related policies, procedures and systems to support the growth of the organisation and delivery of people strategies.
* Lead as the reward expert on remuneration matters to REMCO and other committees and develop strong working relationships with senior leaders, Executive and Non-executive Directors.
* Lead on the preparation and delivery of all reward related papers for MPS committees, ensuring all requirements and Management information is provided within plan
* Drive organisational change by leading and supporting new initiatives and projects specific to reward and the EVP of the organisation in collaboration with other teams
 | * Financial sustainability Vs plan
* Financial performance Vs plan
* Corporate Strategic priorities Vs plan
* MPS engagement index Vs plan
* MPS leadership index Vs plan
* Council feedback.
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| **Financial*** Lead the setting and delivery of the departmental operational budgets, ensuring an efficient and effective operating model to minimise cost and maximise financial sustainability without compromising the member / colleague experience.
* Develop a reward strategy that is financially viable and delivers to cost, time and quality whilst maintaining a strong focus on the employee value proposition
* Oversight of the provision of all required reward related reports including gender pay reporting and ensure timely and accurate papers and report for the Remuneration and Nominations Committee.
* Accountable for all pay related reward practices, ensuring cost control is maintained and outcomes are within agreed budget
* Oversee the effective management of reward global supplier arrangements to ensure MPS obtain value for money
 | * Operational budget Vs Plan
* Financial performance vs plan
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| **Member*** Maintain market intelligence in reward best practice and legislation developments, ensuring legal compliance and policies that support the strategic aims of MPS.
* Drive a culture and capability in Lean / continuous improvement, establishing operational efficiency and great colleague experiences.
* Lead on P&C strategies and frameworks that support the sustainable growth of the organisation and can be flexible to respond to the changing capabilities and requirements needed in the organisation in order to best serve our members.
 | * Net promoter score
* Strong Succession Plans
* Stakeholder feedback
* Aligned to external reward benchmarking
* Colleague survey scores and feedback
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| **People*** Lead the team to ensure all aspects of rewards and benefits strategy and frameworks focus on diversity and inclusiveness to ensure accessibility for all colleagues.
* Lead on the development, competence, performance and engagement of own team and wider P&C, ensuring clear lines of accountability and compliance with all governance, policy standards and processes
 | * Engagement Index Vs MPS
* Leadership Index Vs MPS
* Strong Talent and Succession Plans
* People Metrics and insight
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| **Risk*** Create an environment where all colleagues recognise the importance of risk identification and management
* Ensure appropriate business processes and controls are in place to manage Reward and Benefits team and initiatives within risk appetite; comply with policies and regulatory requirements within the Risk Policy Framework.
* Oversee systems monitoring and reporting accurate and timely Reward and Benefits Delivery providing insight for governance bodies such as Audit and Risk, Management Oversight and Remuneration and Nominations Committees.
 | * Risk & Control Self- Assessments
* Audit Actions
* Reputational Risk
* Financial Risk
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| **Responsibilities (RACI)** |
| * Undertake other duties and tasks that from time to time may be required
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| **Key Governance Responsibilities**  |
| * Attendance at governance committees to be determined.
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| **Leadership Behaviours** | **Level** |
| Fresh Thinking | Leading Organisation |
| Building Capability in Self and Others | Leading Organisation |
| Influencing Others | Leading Organisation |
| Collaborating for Results | Leading Organisation |
| Leading Self and Others | Leading Organisation |
| Commercial and Risk Thinking  | Leading Organisation |

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|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** | * Knowledge of reward industry best practice, market trends and legislation
* Knowledge in all aspects of reward, including pensions
 | * Higher skilled at stakeholder engagement
* Skilled influencer at all levels throughout
* Strong consultative, partnership and influencing skills
* Strong leadership management
 | * Working as a senior reward expert at strategic level in a global organisation
* Expert in leading and managing reward change and transformation
* Strong experience in developing and embedding a global reward strategy
* Strong leadership of a reward team in a global organisation
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| **Desirable** |  |  | * Leading a reward function in a regulated environment
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