

Reward Data Manager/Senior Reward Partner

Description

Company Description

At **Informa**, no two days and no two people are the same, and you'll find the freedom, opportunity, and support of a fantastic community to make a real impact.

We're an international business that connects specialists with knowledge, helping them to learn more, know more and do more through live and on demand events, digital and data-driven services, and academic research.

We are home to over 10,000 colleagues across 30 countries and are a member of the UK's FTSE 100 group of leading public companies.

In **Global Support**, we provide expert guidance and hands-on support to the Informa Group and Informa's many business teams. Across tech, finance, legal, corporate development, HR, communications, operations, and many other areas, we work collaboratively and flexibly to help our brands serve their customers and help the company succeed.

Job Description

Introduction

The **Reward Data Manager/Senior Reward Partner** is responsible for supporting the reward initiatives across Informa. It will work closely with the Head of Reward, imparting expert analytics on all areas of the reward agenda; including [salary](#) management, equal pay, gender pay gap, short term bonus, long term incentive initiatives, approach to total reward, and will aim to improve the delivery of data driven reward solutions. The role requires a high energy, highly analytical, entrepreneurial spirited and passionate colleague who is an excellent communicator with strong interpersonal, presentation and organisational skills.

Key Responsibilities

The Reward Data Manager/Senior Reward Partner is expected to assume the following key responsibilities plus any other reasonable duties as required:

- Provide key reward analytics that attract, motivate, and retain colleagues.
- Support the Head of Reward in the delivery of key reward programmes as required.
- Drive and support the delivery of job sizing and associated reward structures.

Hiring organization

Candidate-1st

Employment Type

Full-time

Beginning of employment

asap

Job Location

London, United Kingdom

Working Hours

40

Base Salary

euro GBP 76K - 104K *

Date posted

May 23, 2024

- Support the Head of Reward in the delivery of salary management programmes and initiatives, including salary benchmarking, salary ranges, out of cycle increases and new appointment reward structures.
- Drive the data required to deliver effective total reward statements.
- Lead on providing the data analytics that support short term incentives and annual bonus plans as well as associated payments that form part of the annual reward cycle.
- Provides guidance, statistical analysis, data modelling and cost analysis as and when required.
- Deliver regular data reports that hold up to date information on the respective Divisions at all times.
- Provide expert analytics when conducting reward reviews (for all countries) that ensure the pay/incentives are competitive within the local area.
- Understand the respective Divisional business model key business leaders and stakeholders, to enable the reward agenda to be delivered.
- Support the need for efficient reward governance foundations and ensure they are in place.
- Work in partnership with the Finance team and proactively input into reward costs for finance processes.

Qualifications

Skills & Abilities

- First class analytical skills with advanced Excel skills.
- Ability to manage reward processes & systems.
- Problem solves within tight deadlines.
- Pro-active and take initiative where relevant.
- Highly organised, diligent and attention to detail
- Ability to working under pressure.
- Skills in Word, PowerPoint and Outlook are essential.
- Proven ability to work to stringent deadlines.
- Demonstrate integrity, initiative and confidentiality on all matters.
- Project Management skills.
- Demonstrate ability to multi-task.
- Excellent communication skills at all levels across a wide range of stakeholders within the business.

Knowledge & Qualifications

- Experience of working in the reward and benefits function an advantage.
- Experience of working within a regulated PLC environment an advantage.
- Demonstrated delivery of high level of data management and analytics.
- Possess the relevant degree or professional qualification such as a Chartered Institute of Personnel & Development (CIPD) or have equivalent analytical experience.
- Experience or knowledge of WTW methodology.

Additional Information

We work hard to make sure **Life at Informa** is rewarding, supportive and enjoyable

for everyone. Here's some of what you can expect when you join us. But don't just take our word for it – see what our colleagues have to say at <https://lifeat.informa.com/>

Our benefits include:

- Freedom & flexibility: colleagues rate us highly for the flexibility and trust they receive and most of us balance time in the office with time working remotely.
- Great community: a welcoming culture with in-person and online social events, our fantastic Walk the World charity day and active diversity and inclusion networks.
- Broader impact: take up to four days per year to volunteer, with charity match funding available too.
- Career opportunity: the opportunity to develop your career with bespoke training and learning, mentoring platforms, and on-demand access to thousands of courses on LinkedIn Learning. When it's time for the next step, we encourage and support internal job moves.
- Time out: 25 days annual leave, rising to 27 days after two years, plus a birthday leave day and the chance to work from (almost!) anywhere for up to four weeks a year.
- A flexible range of personal benefits to choose from, plus company funded private medical cover.
- A ShareMatch scheme that allows you to become an Informa shareholder with free matching shares.
- Strong wellbeing support through EAP assistance, mental health first aiders, a healthy living subsidy, access to health apps and more.
- Recognition for great work, with global awards and kudos programmes.
- As an international company, the chance to collaborate with teams around the world.

We're not solely focused on a checklist of skills. We champion energy and ambition and look for colleagues who will roll their sleeves up, join in and help make things happen. If it sounds like a match and you have most – although not all – of the skills and experience listed, we welcome your application.

At Informa, you'll find inclusive experiences and environments where all perspectives and backgrounds are welcomed. As part of this approach and our diversity and inclusion commitments, we are also formally an Equal Opportunities Employer. This means we base decisions on relevant qualifications and merit and do not discriminate on the basis of key characteristics and statuses, including all of those protected by law. Ask us or see our website for full information.

Check out some of our Corporate Videos below to find out more about Informa:

- Life at Informa: <https://vimeo.com/818874158>
- Informa overview: <https://vimeo.com/806052607>
- Diversity & Inclusion at Informa: <https://vimeo.com/786679923>
- Colleague networks: <https://vimeo.com/786687436>
- Walk the World: <https://vimeo.com/837933822>

- GAP 2: <https://vimeo.com/806058954>

See how Informa handles your personal data when you apply for a job here:
<https://www.informa.com/talent/informa-applicant-privacy-notice/>

How the process will look like

Your teammates will gather all requirements within our organization. Then, once priority has been discussed, you will decide as a team on the best solutions and architecture to meet these needs. In continuous increments and continuous communication between the team and stakeholders, you're part of making data play an even more important (and understood) part withing Brand New Day.

Job Benefits

GBP 76K – 104K *