

Compensation Specialist

Location North East | **Salary** Highly competitive salary plus excellent benefits including enhanced pension, holidays and bonus scheme

Overview

Our client is a highly respected international organisation undergoing continued growth and transformation. We are delighted to be partnering with them exclusively on a strategically significant appointment within their People function.

The role of Compensation Specialist plays an integral part in strengthening and evolving the organisation's total reward offering. Working closely with HR and Talent colleagues, this position will lead the implementation and ongoing management of compensation frameworks that attract, retain and motivate a diverse workforce across a complex, fast-paced environment.

Job Description

Main responsibilities include:

- Managing the company's compensation policies and programmes for sites in the UK and Europe.
- Partnering with HR and Talent Leaders to benchmark and provide appropriate compensation levels and ranges for both internal and external positions.
- Managing end-to-end pay review and bonus cycles, ensuring accurate delivery and strong governance.
- Leading on job evaluation activities.
- Working closely with Finance to develop sustainable workforce cost plans and contribute to compensation budget forecasting.
- Administering compensation surveys and analyse market intelligence to assess external compensation competitiveness.
- Conducting internal pay equity reviews and monitor ongoing salary alignment across the organisation.
- Maintaining data accuracy and ensure all compensation activity complies with legislation and internal governance.
- Acting as the link between HR Systems and Payroll to ensure compensation data is processed accurately.
- Delivering additional compensation related projects as needed.

Person Specification

Successful applicants will:

- Have expertise in compensation and total reward gained from within complex, fast-paced environments.
- Have proven experience in job evaluation, architecture and benchmarking.
- Understand compensation legislation in the UK and ideally Europe.
- Be able to manipulate, analyse and present complex data in Excel and HR Systems.
- Be an exceptional communicator with strong, influential stakeholder management skills.
- Be comfortable with occasional travel.

The role is based in the North East and offers a highly competitive basic salary plus excellent benefits package including enhanced pension, holidays and bonus scheme.

0191 488 4955 | info@michellesimpsonhr.co.uk