

Reward Heads Reward Resourcing

Delivering a great candidate experience



Who We Are

Reward Heads are an independent Reward consultancy. We are trusted by our clients to really know Reward and its wider implications, be fully up to date in the market and well connected, as well as to deliver bespoke projects for them on time and to a high standard.



We see resourcing for our clients' needs in Reward as a logical extension of our consulting work. Reward Heads don't just deliver projects – we have acted as interims at all levels from Analyst to Director for clients where the need has arisen. We truly believe that there is no-one better qualified in the market to accurately assess you as a candidate and ensure we place you in a role where you can be successful.



Resourcing: Why Choose Us?

We've all been candidates in the Reward market before.

At Reward Heads, we've all been candidates in the Reward market, and so have seen both good and poor processes. We're absolutely committed to ensuring everyone fulfils their potential, which means placing you in the right role for your experience and helping you develop. We know prompt, meaningful feedback is critical. We use a simple, streamlined method of assessment to provide a great candidate experience.



Resourcing: Why Choose Us?



We at Reward Heads have a trusted relationship with many candidates and we hope that includes you now or in the future.

The Reward Heads team have **deep and broad relationships with potential candidates**. You may have been our clients, take part in our Retail and Hospitality or Third Sector forums, be participants in our coaching courses, or we may know you from our previous in-house Reward lives.

We hope that you already trust us to provide a great experience for you.



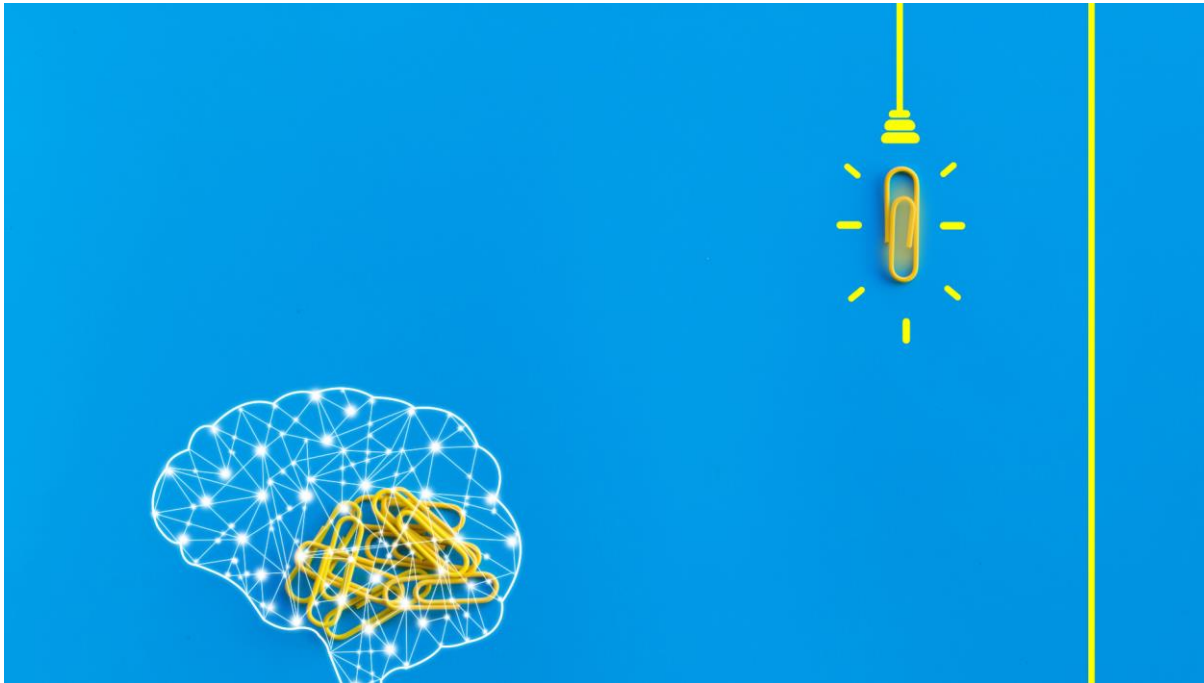
Resourcing: Why Choose Us?

We see resourcing as part of our mission to enable everyone to fulfill their potential.

We have a robust coaching offering, both online and through our small group coaching, which allows us to develop people for future roles. We ensure a great candidate experience by enabling you to assess against our Skills and Knowledge Framework (both overall and for any identified role) and by providing feedback after interview to support your development, either in an applied-for role or the future.



Resourcing: Why Choose Us?



Reward Heads are experts in Reward.

We are trusted by our clients to really know Reward and its wider implications, be fully up to date in the market and well connected, as well as to deliver bespoke projects for them on time and to a high standard. This means that we truly understand the role that we would be recommending you for and will ensure that you are set up for success.

We truly believe that there is no-one better qualified in the market to accurately assess you as a candidate and ensure that you are a good fit for what the client needs. We will use prompt feedback from us and the client to aid your development as well as highlighting any knowledge gaps that you may want to work on and may be able to recommend some coaching around some key topics for you.

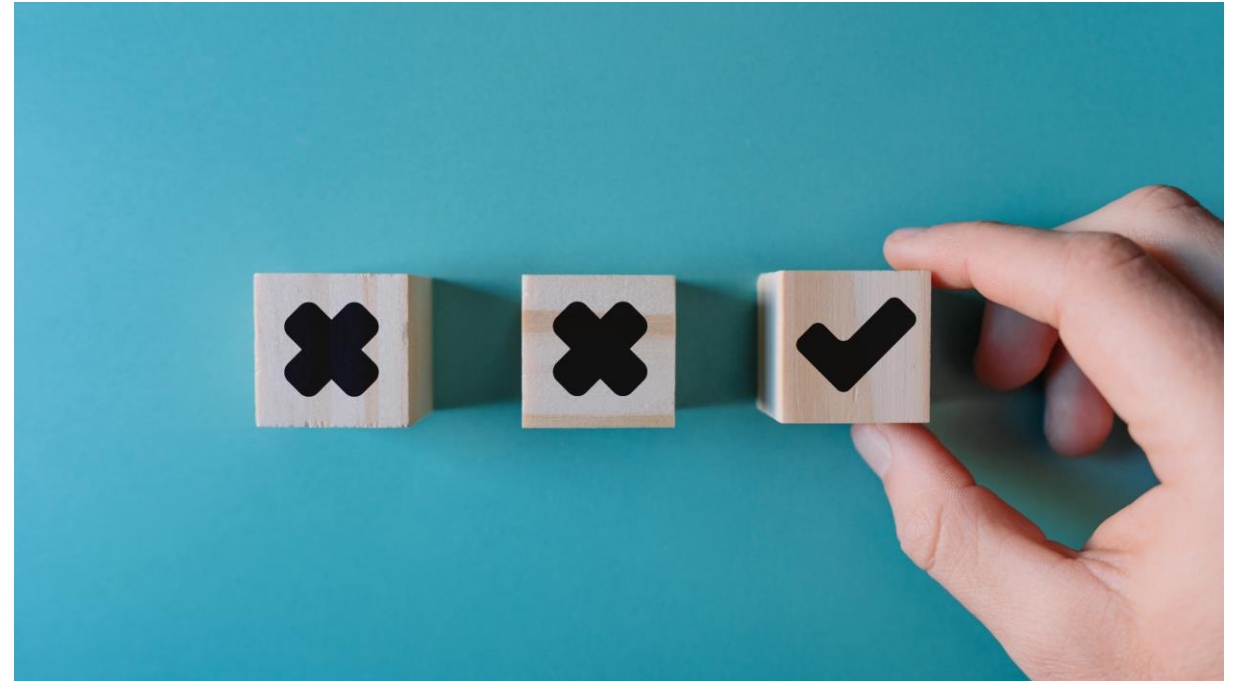
Resourcing: Why Choose Us?

We have robust and bespoke assessment processes.

Reward Heads have a tried and tested Skills and Knowledge Framework which we will use to work with clients to clearly identify their needs. We will also assess potential candidates against this and reassure our clients that you have exactly the experience that they need.

External recruiters tend to be experts in resourcing but very rarely have hands-on Reward expertise, even when specialist Reward and HR recruiters. So we believe our expertise means you will be placed in the role which fits you best.

Our team also have recruitment and selection experience at senior level from previous in-house roles, so you can be assured that it will be a positive journey. We have had fantastic feedback when we have recruited for new Reward Heads.



What Will We Do?

What We Do

- Work with clients to truly understand the role requirements, especially the technical Reward elements and at what level, so that we can be sure that you are exactly what they are looking for in a candidate.
- Match candidates based on our deep knowledge of Reward.
- Enable you to assess against our Skills and Knowledge Framework Questionnaire, which asks candidates to self-assess against key Reward and Critical Skills so that we can be really clear about your potential suitability.
- Interview candidates against a bespoke job description developed with the client.

What We Don't Do

- Use AI or automated keyword matching with CVs, which has limited functionality and can easily lead to distorted results.
- Advertise roles without a pay range. We are strong advocates of pay transparency. We will advise clients on the right rate for the role and the candidate.
- Send you to interview unless we are sure you meet the specification agreed. We won't refer you to 'make up the numbers' on a shortlist and waste your time.



Contact Us

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