

Reward Heads Reward Resourcing



Contents

- Who We Are
- Reward Resourcing
- Our Offer
- Pricing
- Terms and Conditions
- What We Do More Broadly
- How We Work on Consulting Engagements
- Reward Heads Values
- Contact Us



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. There is no-one better qualified in the market to accurately assess a candidate and ensure that they really know their stuff in the Reward areas specific to your needs.



Resourcing: Why Choose Us?

Reward Heads are experts in Reward.

In our consulting assignments, our clients trust us to know the very latest Reward best practice, and to deliver projects for them specific to their needs – and it goes without saying on time and at the highest quality. We see Reward resourcing projects as a logical extension of our consulting work.

We truly believe that there is no-one better qualified in the market to accurately assess a Reward candidate specific to your needs. Whilst some of these needs are core Reward – pretty much everyone in Reward needs to be able to run a pay review, set up benefits, and benchmark roles etc. – others are specific to organisations – RemCo, LTIPs, Shares, Pensions, and Global mobility for example.



Resourcing: Why Choose Us?



Reward Heads have robust and bespoke assessment processes and deep knowledge of Reward

Reward Heads have a tried and tested Skills and Knowledge framework which we will use with you to identify your needs across Reward but also other critical considerations. We will also assess candidates against this.

We have the experience necessary to write job descriptions that are clear for everyone, to provide an appropriate pay range for the role, and to provide guidance on where we would place the candidate in the pay range.

Both internal and external recruiters tend to lack Reward experience or expertise. Our team have a range of different experiences and expertise, so if a candidate with depth in a particular area is required, we can draw on our team's skills and knowledge to truly assess capability. A number of the Reward Heads team also have recruitment and selection experience at senior level from previous in-house experience.

Resourcing: Why Choose Us?

Reward Heads understand the commercial realities of not having someone (or the wrong someone) in role.

We will agree a fee with you up front linked to the service level you require rather than the final agreed salary of your chosen candidate, so you can be confident we're suggesting the right salary.

We understand the risk of not having someone in this critical area; this is why we do consulting projects and interim work for so many clients. We also know that you cannot risk bringing the wrong person on board; your people are a valuable resource and recruitment mistakes are costly when onboarding, inductions, and introductions need to be repeated.

We are happy to quote for providing interim Reward support for anything that cannot wait for the recruitment process to take place and notice periods to be served.



Resourcing: Why Choose Us?



Reward Heads have trusted relationships with many potential candidates

The Reward Heads team have **deep and broad relationships** with potential candidates. They may have been our clients, take part in our forums which have run for many years, be participants in our coaching courses, or are contacts from our previous in-house Reward lives. They trust us to provide a great experience for them.

Reward Heads' stated mission is to enable everyone to fulfil their potential and we see resourcing for client needs as a key part of that. We have a robust coaching offering both online and through our small group coaching, which means we can develop people for future roles. We will ensure a great candidate experience, including enabling them to assess against our skills and knowledge framework both overall and specifically for your role. Plus all interviewees will receive feedback from us to aid their development, whether in your role or for the future.

What Will We Do?

What We Do

- Work with you to really understand the role requirements, especially the technical Reward elements and at what level.
- Reach out to our extensive network in Reward.
- Match candidates based on our deep knowledge of Reward.
- Interview candidates against a bespoke job description developed with you.
- Agree an upfront fee for our consultancy work – we will not be negotiating a higher salary for the individual to earn more than is appropriate.
- Refer only candidates who meet the requirements at the calibre needed. We will be honest if those requirements cannot be met with available candidates and we need to search more widely.

What We Don't Do

- Use AI or automated keyword matching to CVs, which has limited functionality and can easily lead to distorted results. Our Skills and Knowledge Framework Questionnaire asks candidates to self-assess against key Reward and Critical Skills so that we can be really clear about their potential suitability.
- Interview candidates for fit in your organisation as only you are well placed to do this. There is the option for us to join you at 2nd interview
- Advertise roles without a pay range – we are strong advocates of pay transparency. We will advise you on the right rate for the role and the candidate.
- Send candidates to you unless we are sure they meet the specification agreed - we won't refer someone to 'make up the numbers' on a shortlist.

What Will We Do?

What is included in the consulting fee is:

- We will offer access to our bespoke Skills & Knowledge Assessment to you as a client and to candidates.
- We will have a dedicated Consulting Director or Consulting Manager to lead your assignment.
- We will level and benchmark the role and provide salary range advice based on the Skills & Knowledge Assessment you completed. We will provide you with an outline Job Description.
- We will advertise the role on LinkedIn and with our network.
- We will shortlist up to 5 candidates based on our Skills & Knowledge matching process and manager level CV review.
- We will conduct a first interview with up to 5 candidates.
 - If you wish us to participate in the 2nd interview stage, we can do so and the fee will be 20% higher.
- We will provide feedback on candidates and recommend up to 3 candidates for you to interview with suggested areas to probe further.
- We will handle the administration up to client interview stage and feedback to candidates from you.



Pricing

Reward Analyst	£10,000
Reward Manager / Partner	£14,000
Head of Reward / Reward Lead	£18,000
Reward Director	£24,000

As at 1st February 2024

If you also wish us to join you for the 2nd interview stage, please add 20% to these amounts.

All amounts are ex VAT at the prevailing rate.



Terms and Conditions

- 50% of the fee is payable on signing of contract, at which point work will begin.
- 50% is invoiced when the agreed shortlist is presented to you. Fees are not contingent on you making an offer and it being accepted – our fees are as consultants. 100% of the fee is committed to at the start.
- Internal candidates or anyone applying direct to you or via an agency can be considered as part of this process with no difference to the fees. We do not require exclusivity as our services are in the assessment of candidates, not purely the search.
- If you would like us to participate in the 2nd stage interviews, we would charge 20% more than the standard fees set out above. If you would like us to lead at 2nd stage and carry out the interview at that point ourselves, the fee will be 30% higher
- All amounts are ex VAT



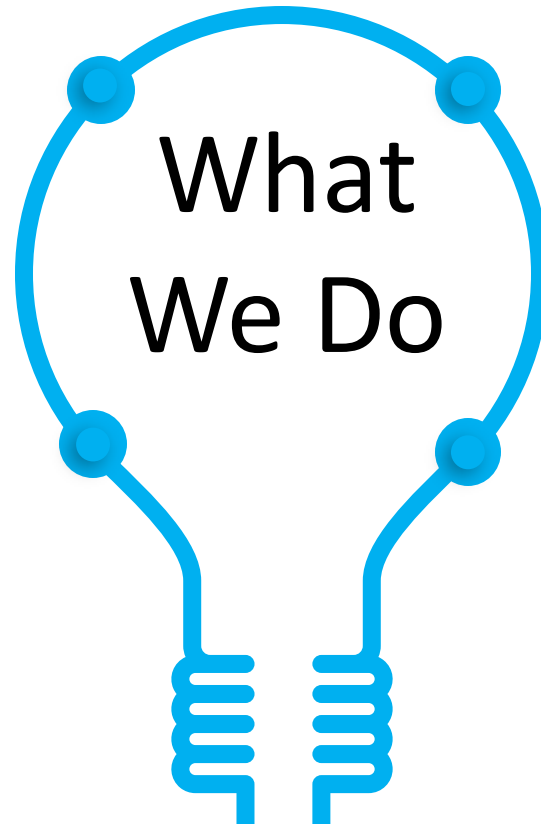
What We Do As Consultants

Detailed work in pay bonus and benefits

- Pay benchmarking
- Bonus schemes - corporate and operational
- Retention schemes
- Relocation packages
- Benefits reviews especially brokering healthcare
- Wellbeing and benefits plans
- Run Reward Forums including polls, surveys and discussions

Team development

- Reward team resourcing
- Reward coaching for HR generalists and reward team



Principles, strategy and frameworks

- Reward philosophy, principles and market positioning
 - Reward strategy and planning
- Reward & career frameworks - grading for bonus, benefits and pay benchmarking
 - Pay principles and frameworks

Reward governance and reporting

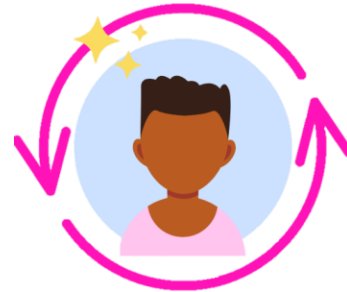
- RemCo papers and statutory reporting
 - National Living Wage compliance
- Gender and Ethnicity Pay Gap Reporting - stats, analysis and action planning
- Recognition reviews and schemes and toolkit design



Reward Heads Values – EPIC!



Expert. We proudly deliver to a very high standard and are constantly learning to ensure that we are up to date with the market and best practice experts. We are always developing to fulfil our potential as individuals and collectively.



Personalised. We work flexibly in time and place to maximise our own work / life balance. We have benefits that are right for our needs.



Integrity. We do the right thing with integrity at the heart of everything we do and are rooted in respect, fairness, diversity and inclusion. We are open and honest. We are reliable.



Care. We care for each other as people and support one another with knowledge and experience and maximise our personal wellbeing. We are one team.



Customer Proposition - PACE



Personalised : we offer pragmatic tried and tested solutions tailored to each client, not standard models. Your solution is bespoke.



Affordable: we work flexibly and remotely with minimal overheads, bring talent that you may not be able to afford long term.



Connected: we join up our solutions. We are well informed about our market and changing trends: we run forums in key sectors and constantly learn and share internally. We think about the bigger picture and have a wider view. We learn from every assignment.



Embedded: we work as part of the client team and seek to understand the organisation, don't just "present and go"



Contact Us

Victoria Milford, CEO:

Email: victoria@rewardheads.co.uk

Phone: 07776 166087

Claire Williams, Consulting Director

Email: claire@rewardheads.co.uk

Reward Heads:

LinkedIn: [Reward Heads](#)

Website: www.rewardheads.co.uk

