

GET READY FOR EVERYTHING.

SUPERDRY
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REWARD ADVISOR - CHELTENHAM

WHO WE ARE

Superdry is a British founder led brand with a truly global presence. Proudly creating world class product for almost two decades and offering genuine choice to our customers with our latest curated style collections.

Our mission is to be the #1 sustainable style destination. Delivering this through product that is authentic with unmatched quality and true integrity, much like our people.

We are on an ambitious style obsessed journey and need talented people to join us on the adventure. Are you ready for everything?

THE ROLE

Working alongside the International Reward Manager, the Reward Advisor plays a key role in all parts of our global Reward offering including pay, benefits, and compliance in the countries that we operate. We need someone that has a real passion for delivering outstanding Reward, we are at a really exciting stage in our Reward journey and you will have the opportunity to be part of reviewing and improving our global Reward package.

This is your chance to get your teeth into helping shape the future of Reward at Superdry.

YOU WILL

- Support exciting projects including the implementation of the reward strategy, and total reward project
- Lead in the transformation of how pay and benefits are communicated globally
- Be a key player in the execution of the annual pay review process
- Support with the preparation of variable pay schemes including the Group Annual Bonus and share scheme incentives
- Be responsible for the communication of reward, benefits and pension events & activities
- Support the annual benefits renewal processes in various countries
- Manage global benefits delivery to ensure fit for purpose including risk assurances
- Perform day-to-day pay and benefits related operations
- Be responsible for the overall benchmarking process including the analysis and documentation of market data to support on-going benchmarking requested by the business
- prepare and submit global salary surveys
- Partner with stakeholders to understand and resolve pay and benefit challenges

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YOU ARE

- Interpersonal and have the ability to build effective working relationships
- Highly engaging and have a compelling communications style
- Extremely organised with project management skills and the ability to balance competing demands
- Experienced using Excel with an interest in data analytics
- Willing to get stuck in and make positive changes

WORKING FOR SUPERDRY HAS NEVER BEEN SO REWARDING...

- 25 days annual leave, plus bank holidays, we also offer a holiday buying scheme
- An additional day off to celebrate your Birthday
- Family is massively important to us, so we have a broad range of family-friendly working policies in place, including enhanced maternity, paternity, and adoption leave
- Company Pension scheme
- All employees are covered by our Life Assurance policy whilst working at Superdry. We feel it's important to offer protection for your family and loved ones in such a situation and to support this we offer life assurance cover which pays a lump sum equivalent either twice or four times your annual salary
- A big staff discount – naturally. Because we know that you love to wear Superdry, you'll benefit from a 50% discount in store and online
- Our Head Office is home to our very own store for staff only where you can treat yourself to heavily discounted sample stock
- A health cash plan is open to all employees.
- Flexible working - to help you achieve that all-important work-life balance
- Access to onsite parking and as part of our sustainable development goals, we have a selection of electrical car parking points freely available to staff.
- A range of learning and development materials to help you in your career and grow with us
- We like to give back, so we allow our employees time off for volunteering work
- A global employee assistance plan in place that you can access anytime you want - it's free and confidential
- You'll also have access to a Cycle To Work Scheme and an excellent Car contract hire/purchase scheme
- A range of local discounts with businesses across Gloucestershire

At Superdry, everyone has a voice and we want to hear it. We create environments where individuality can flourish and is celebrated as part of who we are as a brand. We're incredibly proud that over 90% of our people feel strongly that they can be themselves at work.

We want to meet people with varied backgrounds because we understand that diversity of thought encourages new ideas to thrive, fuelling creativity and enabling us to do better work. We want to build a team which represents a variety of backgrounds, styles, perspectives, and skills; we hire people based on their merit and potential.

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We also welcome conversations about flexible working for all roles at Superdry and will always accommodate it where possible.

Please also have a look at our [career website](#). Here you can find information about the Growing Futures Programme, a scheme that supports applicants from ethnic minority backgrounds to apply for roles at our HO in Cheltenham.