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## REWARD ADVISOR - CHELTENHAM

### WHO WE ARE

Superdry is a British, founder-led brand with a truly global presence. We've been proudly creating world-class product for two decades, offering genuine choice to our customers with our curated collections.

Our mission is to be the No. 1 premium sustainable style destination, delivering product that is authentic with unmatched quality and true integrity, much like our people.

We are on an ambitious journey to serve our diverse community through a premium brand that's focused on the future, prioritises sustainability, leads with craft, and celebrates culture. We need talented people to join us on the adventure, is this you?

### THE ROLE

We are seeking a detail-oriented and knowledgeable Reward Advisor to join our HR team. This is a global role, with your remit covering UK, Europe, North America and APAC. In this role, you will be responsible for supporting the design, implementation, and management of reward strategies that attract, retain, and motivate top talent. You will work closely with the HR team and key stakeholders to ensure compensation and benefits practices are competitive, equitable, and aligned with the organization's objectives.

As a Reward Advisor, you will provide expert guidance on compensation, benefits, and recognition programs, leveraging data and market insights to deliver impactful recommendations.

### YOU WILL

#### 1. Compensation and Benefits

- Support the development and implementation of salary structures, incentive programs, and other compensation policies.
- Conduct benchmarking exercises and analyse market data to ensure competitive positioning in the industry.
- Provide guidance on job evaluations, salary reviews, and pay progression frameworks.
- Drive the preparation and implementation of variable pay schemes such as the Group Annual Bonus and other incentives
- Collaborate with the Head of People Operations to facilitate annual benefits renewal processes across multiple countries.

## 2. Reward Strategy Development

- Contribute to the design and delivery of reward initiatives that align with business objectives and employee engagement goals.
- Assist in creating bespoke reward solutions for different teams and functions within the organization.
- Monitor and evaluate the effectiveness of reward programs, recommending improvements where necessary.

## 3. Data Analysis and Reporting

- Analyse reward data and metrics to provide actionable insights to senior management.
- Maintain accurate records and ensure compliance with relevant regulations and reporting requirements.

## 4. Employee Communication and Education

- Act as the point of contact for employees and managers on reward-related queries.
- Develop and deliver clear communication materials to educate employees about compensation and benefits programs.
- Partner with HR and internal communications teams to promote understanding and engagement with reward initiatives.

## 5. Compliance and Governance

- Ensure all reward programs comply with legal and regulatory requirements.
- Monitor changes in employment laws and market trends to adapt reward strategies accordingly.
- Work with external vendors and consultants to ensure smooth delivery of benefits programs.

## 6. Team Management

- Provide effective line management, coaching and development to your direct report.

## YOU ARE

- Experienced in compensation, benefits, or reward roles. UK knowledge essential. International experience (North America, Europe, APAC) desirable.
- Experienced in general reward practices, market benchmarking tools (e.g., Mercer, Willis Towers Watson), and job evaluation methodologies.
- Proficient using HR systems and data analysis tools (e.g., Excel, HRIS platforms).

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- Well versed in employment laws and regulations related to compensation and benefits.
- Highly analytical with excellent problem-solving skills, with a keen eye for detail.
- A strong communicator with proven stakeholder management abilities.
- Able to interpret complex data sets.
- Able to think about the bigger picture and apply strategic thinking and problem-solving skills.
- Used to working with a high level of confidentiality and ethical standards in handling sensitive information.
- Committed to fostering equity, diversity and inclusion in reward practices.

## WORKING FOR SUPERDRY HAS NEVER BEEN SO REWARDING...

- 25 days annual leave, plus bank holidays, and an additional day off to celebrate your Birthday. We also offer a holiday buying scheme.
- 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 and 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.
- Private Medical cover - a taxable benefit, which managers are eligible to opt in to.
- Flexible working - to help you achieve that all-important work-life balance.
- We want you to share in our success and so we have a choice of Share Save schemes you can opt into.
- 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 along with a massive 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.

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

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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.