



BENEFIT AND REWARD PARTNER (FTC – UP TO 12 MONTHS) - CHELTENHAM

WHO WE ARE

Superdry have been making world-class product for over 20 years, and we're proud of it. Our mission is to inspire and engage the contemporary style-obsessed consumer, whilst leaving a positive environmental legacy.

Together, we have built a brand that has cut through the global apparel market at record speed, taking market share from brands that have existed for decades. But we have a big opportunity ahead of us as we launch 4 new collections.

We are now on an exciting journey to reset our brand and return to our design-led roots and we are looking for talented people to join us on our journey.

THE ROLE:

We are looking for a Reward Project Partner to join us on a fixed-term basis. In this role, you will take ownership of driving forward critical Reward initiatives, ensuring alignment, compliance, and robust delivery across our international operations. This is a hands-on position where you'll bring structure, clarity, and momentum to a defined programme of work, supporting the transformation of our Reward space.

YOU WILL:

- **Lead benchmarking and job evaluation:** Oversee market analysis and job matching, ensuring a robust framework that underpins fair and competitive pay.
- **Annual pay review:** Project manage the pay review cycle, including process design, data analysis, stakeholder communication, and delivery to timeline.
- **Share scheme review:** Evaluate current share plan arrangements and make recommendations for improvement, ensuring alignment with business objectives.
- **Global benefits alignment:** Review and harmonize all global benefits in partnership with the Procurement and Finance Teams. Ensure all providers are compliant with local legislation and mandatory requirements. Standardize provider categorization by country so invoices can be accurately mapped and processed efficiently.
- **Review of Superdry Remuneration & Benefits:** A comprehensive review of our current benefits package, alongside recommendations on how we can strengthen and clearly communicate a consistent framework for all employees.



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- **Reshape the Reward landscape:** Provide structure and recommendations to create a simplified, transparent, and scalable Reward framework. Provide a strong baseline so that we have visibility and oversight across all territories
- **Documentation and governance:** Ensure all processes are fully documented with clear frameworks, ownership, and timelines to support future consistency
- **Stakeholder engagement:** Partner with senior leaders, People teams, and external providers to deliver projects effectively and on time.

YOU ARE:

- Experienced Reward professional with strong project management skills.
- Proven track record in job evaluation, benchmarking, and pay review processes.
- Knowledge of global benefits and share schemes, with a focus on compliance and working with internal and external providers
- Strong knowledge of benefits for all countries which includes UK, Ireland, Germany, Belgium, Netherlands, France, Denmark, Spain, Hong Kong and India.
- Highly organised, with the ability to manage multiple priorities to strict timelines.
- Highly developed analytical capability, leveraging advanced Excel expertise to drive data-driven insights and decisions.
- Confident communicator who can engage and influence at all levels
- Able to work autonomously, bring structure, and deliver tangible outcomes.
- Work effectively in fast-paced environments, managing multiple priorities and consistently delivering to tight deadlines

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



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- 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
- 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.

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.



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