

# SUPERDRY®

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## BENEFIT AND REWARD PARTNER

### 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

As the Benefit and Reward Partner, you will be a key player in shaping and directing our approach to global pay and benefits. Collaborating closely with senior stakeholders and the broader People team, you will manage the execution of our benefits and reward strategy, crucially driving talent attraction, retention, and motivation initiatives.

### YOU WILL

- Collaborate with the Head of People Operations to deliver annual benefits renewal processes across multiple countries, ensuring compliance with local regulations and company policies.
- Build a clear understanding of benefits and reward requirements of the Superdry territories markets where Superdry operates, making proposals for change where necessary.
- Manage the delivery of the benefit and reward strategy, working with internal and external stakeholders to deliver and communicate rewards that meet our employee's needs.
- Lead and oversee the delivery and management of various cyclical Reward projects, ensuring they are completed on time and aligned with project objectives.
- Direct and support the execution of the annual pay review process, including overseeing data gathering, analysis, and reporting activities for all Superdry territories.
- Drive the preparation and implementation of variable pay schemes such as the Group Annual Bonus and other incentives.
- Be the escalation point for day-to-day inquiries related to pay and benefits, ensuring prompt and accurate responses to maintain employee satisfaction.
- Be responsible for the benchmarking and job evaluation process by overseeing the recording and analysis of market data and facilitating ongoing benchmarking/evaluation activities as needed.
- Oversee the preparation of data for salary surveys, ensuring the accuracy and completeness of information provided.
- Build strong relationships with internal and external stakeholders to promote collaboration and support

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effective working relationships across departments, promoting a cohesive and productive work environment.

## YOU ARE

- Experienced in the world of Benefits and Reward, ideally with international experience
- Interpersonal and have the ability to build effective working relationships
- Extremely organised with the ability to balance competing demands
- Highly 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, 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.