



Group Reward Lead (12 Month FTC)

Location: Hybrid with travel to Manchester as required

Salary: £75,000–£90,000 + Benefits

Contract: 12-Month Fixed Term Contract | Full Time

About Us

At Outcomes First Group, we believe every child can thrive when given the right environment for success. As one of the world's leading providers in our sector, we deliver exceptional, research-led education tailored to each individual, with smaller class sizes and personalised learning plans. Blenheim Schools is Outcomes First Group's all-ability schools division, delivering inclusive, high-quality education for pupils of all abilities. Blenheim Schools combine strong academic foundations with a personalised, pupil-centred approach, supporting sustainable growth while maintaining educational quality.

About the Role

Reporting to the Chief People Officer, the Group Reward Lead will be the organisation's reward subject matter expert, providing advice, insight and governance across all aspects of reward. This standalone role will review existing reward arrangements across the Group, benchmark current practices and identify opportunities to improve competitiveness, fairness, governance and effectiveness. The role will build on existing reward practices rather than create a reward function from scratch.

Key Responsibilities

Reward Strategy

- Lead a comprehensive review of the Group's existing reward framework, policies and practices across all business areas.
- Benchmark pay structures, incentives and benefits against relevant external markets.
- Assess internal pay positioning and identify reward risks and inconsistencies
- Develop practical recommendations and implementation plans that support organisational priorities.



Reward Expertise & Business Partnering

- Act as the Group reward subject matter expert.
- Act as a trusted adviser and challenge partner to HR, Finance and senior leaders on reward-related decisions.

Support reward-related decision making through insight and market intelligence.

Executive Reward & Incentives & Governance

- Review bonus, incentive and executive reward arrangements.
- Manage reward analysis and support recommendations for Executive and RemCo approval.
- Balance retention, affordability, performance and shareholder expectations when developing reward proposals.
- Establish clear reward principles, governance processes and decision-making frameworks.

Reward Analytics, Benchmarking & Commercial Insight

- Produce detailed reward analysis, modelling and business cases to support decision making.
- Analyse internal and external reward data to identify trends, risks and opportunities.
- Translate complex reward information into clear, commercially focused recommendations.
- Support workforce planning and wider organisational decision making through robust reward insight.

Group & International Reward

- Whilst primarily UK focused, be considerate of international implications where appropriate.
- Develop common reward principles whilst recognising local legislation, market conditions and cultural differences.
- Promote fairness and consistency across the Group without compromising local flexibility.
- Support the development of a scalable international reward framework for future growth.

Essential Experience



Applicants must be able to demonstrate:

- Significant experience within a specialist Reward, Compensation & Benefits or Total Reward role.
- Proven experience reviewing, benchmarking and improving reward strategies within a complex organisation.
- Strong market benchmarking and salary analysis experience.
- Ability to operate independently as a standalone reward specialist.
- Experience advising senior leaders on reward, executive remuneration and incentive schemes.
- Strong analytical skills with the ability to interpret complex reward data and develop commercially focused recommendations.
- Experience establishing reward governance, policies and decision-making frameworks.
- Excellent stakeholder management and influencing skills, with confidence working at Executive and Board level.
- Advanced Excel and reward modelling capability.

Desirable Experience

- Experience supporting Remuneration Committee (RemCo) activity.
- Experience working within private equity-backed or fast-growing organisations.
- Experience within an international or multi-country organisation.
- Knowledge of executive remuneration, bonus schemes and LTIPs.

Who We're Looking For

- This opportunity is suited to an experienced Reward professional who enjoys solving complex business challenges through data, insight and strategic thinking.
- You'll be comfortable operating independently, building relationships with senior stakeholders and providing credible, commercially focused advice.
- You'll combine technical reward expertise with strong influencing skills and enjoy creating practical solutions that support both employees and the wider business.