

HEAD OF REWARD, COMPENSATION AND BENEFITS

Location: Croydon

Salary: Up to £60,000 + benefits and Civil Service Pension Scheme

The UK Border Agency is being formed on 1st April 2008 through a merger of the Border & Immigration Agency, the border-related work of HM Revenue and UK Visas. This is an exciting time for the Agency. We are reviewing all elements of the reward package so that it supports business delivery, enables the Agency to bring in highly skilled staff and rewards people based on performance.

As the Head of Reward, Compensation and Benefits you will report to the Deputy HR Director and lead the reward function for the Agency; acting as the visible face of reward expertise to the business. You will provide strategic direction for reward, work with the Board and other senior stakeholders to develop and set strategy; and ensure that reward directly supports business delivery. In addition you will lead negotiations with unions, ensure reward strategy is aligned to the overall HR strategy and manage large and complex reward based projects.

The Home Office is dedicated to promoting equality, fairness and respect. We will create a working environment where diversity is recognised, valued and celebrated. In delivering our business to our diverse society, we will take care to assess the impact of our policies on race, religion and belief, gender, gender identity, disability, sexual orientation and age equality.

We are looking for a resilient, passionate, self-motivated Head of Reward with a proven track record of being highly effective in a large, complex, unionised organisation in either the commercial or public sectors.

The ideal candidate will be a Chartered Member of the CIPD with a commercial outlook and the ability to demonstrate how, as a senior reward professional, you have considerably improved business performance. You will have a full understanding of the whole range of technical reward issues. In addition you will be able to demonstrate that you can deliver reward projects on time, to budget and to appropriate quality standards.

To apply please send your CV and a supporting statement quoting your salary/package details in the strictest confidence to Beate Vogt at mail@digby-morgan.com, quoting reference 012184/BIVST. Alternatively contact her at Digby Morgan, Roxburghe House, 273-287 Regent Street, London W1B 2HA. Tel: +44 (0) 20 7907 2828. Fax: +44 (0) 20 7495 4474.