



At Cabot, we pride ourselves on being the best at what we do and we recognise that it's the people that make the difference to any organisation. So, are you ready for a new challenge?! As we are on the lookout for a Benefits Manager to join our Group HR Reward team on a 10 month fixed term contract!

We have offices throughout the UK in London, Kent, Worthing, Hull, Glasgow, Saltcoats, Telford, Shrewsbury and Bolton – we are happy for this role to be based at any of our offices and it will be part home based and part office based in line with our hybrid working model.

Not heard of us? Here's our story:

Cabot Credit Management is a market leader in credit management services. We are an award winning, Investors in People Gold accredited organisation and we are passionate about the ethical treatment of our customers and employees. Our mission is to create pathways to economic freedom and our vision is to make credit accessible by partnering with our consumers to restore their financial health.

Things you should know:

This role plays a key part, and supports the Head of Reward, in the profiling, management and reporting of benefits across the CCM Group as it goes through a period of change. Some of the key responsibilities include:

- Engage with business to understand business goals and how the business's benefit proposition can support in achieving these
- Assess the value of current benefits offered in local markets, seek both business and employee feedback
- Identify opportunities to align benefits, consolidate benefit providers, reduce costs, whilst still providing a benefits proposition which will attract, retain and motivate employees
- Explore current benefit trends, undertake benchmark analysis and identify how to strengthen Cabot's current benefit proposals
- Oversee the creation of a regular Group HR Benefits reporting pack
- Establish benefits review cycle
- Provide data and analysis to the Benefits Forum as required
- Support Workday implementation project team if required in relation to benefits

The fun facts:

Not only are we offering a competitive salary DOE, you will also be entitled to loads of great benefits such as 25 days holiday prorated, plus all bank holidays, discount and cash back on hundreds of high-

street shops, private health insurance, healthcare cash back plan, travel insurance, pension, on site health checks plus much, much more.

Things we need from you:

- Must have extensive experience in the identification, and assessment of benefit processes and their improvement
- Demonstrated ability to be pragmatic
- Strong presentation skills and successful track record of collaboration with external providers
- Agile project/programme experience
- Workday experience an advantage
- CIPD Reward qualification desirable

What happens next?

If this sounds like you and if you would like to join our rapidly expanding company that offers excellent career progression, then we would love to hear from you! We are looking for people to interview now and join us ASAP!

Diversity and inclusion are very important to us at Cabot and we value a multitude of diverse talent within our business. We want everyone to be themselves at work and encourage a culture that includes everyone. Our policies ensure that every candidate and employee are treated fairly and with equal opportunities.

***At Cabot we are highly regulated by our clients, as such, any successful candidates will have to undergo a basic credit check and criminal background check. Please note that we are unable to proceed to interview stage if a CCJ, IVA or Bankruptcy appears on a credit file, or if you do not have full right to work in the UK – we are unfortunately unable to offer sponsorship.*

