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| Job title: *Head of Executive Compensation* | Location: *United Kingdom* |
| Function: ***People & Culture***  Reports to: ***Director of Reward*** | No. of direct reports: *1*  No. of non-direct reports: |
| Budgetary responsibility: n/a | NGR/P&L: n/a |
| Purpose of role | |
| We’re Entain. Our vision is to be the world leader in sports betting and gaming entertainment by creating the most exciting and trusted experience for our customers, revolutionizing the gambling space as we go. We're home to a global family of more than 25 well-known brands, and with a focus on sustainability and growth, we will transform our sector for our players, for ourselves and for the good of entertainment.  We have an exciting opportunity at Entain for a Head of Executive Compensation.  *You will be working with the Director of Reward to provide excellent support to Entain’s Remuneration Committee, making sure we’re meeting our reporting and governance obligations and delivering first class reward advice to our executive team.* | |
| Key responsibilities | |
| * *Drafting the Directors’ Remuneration Report and liaising with our external advisors to ensure compliance and continual improvement to our external remuneration reporting* * *Collating all data for inclusion in the DRR, including calculation of the CEO pay ratio, and being responsible for obtaining sign off from our auditors* * *Preparing papers for the Remuneration Committee, across all aspects of the executive remuneration cycle. Obtaining input and approval from internal stakeholders and external advisors, providing a high-quality service to the Committee, supporting great decision making* * *Establishing a reporting framework and process to provide regular updates and information to our Remuneration Committee on remuneration practices in the wider workforce* * *Being the trusted advisor and in-house expert on all things executive reward and governance* * *Working with our HR Directors and reward team colleagues to develop appropriate packages for senior hires and advise on senior exits* * *Manage all Company Share Schemes and platforms:*   + *Managing the Group’s executive share plans; leading the annual LTIP cycle, working with our HR Directors, Company Secretariat and plan administrators to make awards, manage vesting communicate with participants, maintain records and monitor dilution position*   + *All-employee share plans* * *Building strong and collaborative relationships with colleagues in other teams such as Company Secretariat, Investor Relations, Tax and Finance.* | |
| Specialist skills and experience | |
| Essential:   * *Extensive knowledge of UK corporate governance environment, investor body guidelines and Corporate Governance Code* * *Great attention to detail with strong planning and project management skills* * *Commercially aware, with the ability to think strategically; operationally and pragmatically* * *An excellent written and verbal communicator, with the ability to adjust style to audience and demonstrate gravitas and credibility* * *Strong influencing, and relationship building skills with ability to navigate a global, matrix organisation* * *Good working knowledge of excel*   Desirable:   * *Knowledge and experience gained in a global executive compensation consultancy or FTSE100 company* | |
| **Diversity and equal opportunities:**  As a global employer, Entain is committed to providing a safe, fun, and inclusive culture where our people feel like they truly belong.  We are a multicultural business that values, celebrates and respects individual differences, so whatever your sexuality, gender, gender identity, ability, age, race, religion or belief, you will have a voice here, and the space to do your best work.  Our diverse internal networks provide the support for you to express your views and make a positive difference, all for the good of entertainment. | |