

Widen Advisory is a dynamic consulting firm specializing in **organizational design and transformation**. By translating their clients' strategies into **concrete applications at the organizational level**, Widen Advisory offers businesses solutions tailored to their clients' reality and needs.

Based in Zaventem, the **human-sized team** consists of passionate and complementary specialists. We value **courage, insightfulness, commitment, pragmatism, and intrapreneurship**, and offer a high quality-oriented service in a flexible and collaborative environment. For more information, please visit <https://www.widenadvisory.com/>

To strengthen the Widen team and contribute to the growth of the Belgian office, we are looking for a:

Reward and Job Architecture Consultant (H/F)

RESPONSIBILITIES

As a Reward & Job Architecture Consultant, you will work as part of a team to explore national and international clients' needs (explicit or otherwise). Working for multiple clients simultaneously, you will help translate business strategies into concrete projects and solutions in the following domains: compensation benchmarking, total rewards strategy, job architecture, career frameworks, grading structures, and executive compensation. You will also participate in projects in the areas of incentive design, benefits strategy, and pay equity.

Your main responsibilities are:

- Connect with and interview Boards, C-suite members, and/or functional leaders (HR, CFO, etc.).
- Analyze our clients' reward strategies, job architectures, business models, current needs, and future ambitions.
- Co-develop and present a structured approach (in line with Widen's methodologies) to address their reward and job architecture challenges.
- Manage projects as a team member or project manager, and act as the client's point of contact at the SteerCo level.
- Conduct compensation benchmarking and market analyses to support clients in defining competitive and equitable reward structures.
- Design and refine job architectures, career frameworks, and grading structures aligned with business strategy and talent needs.
- Develop executive compensation policies, incentive plans, and governance models for Top Executive (TopEx) reward.

- Advise on reward strategy, including base pay, incentives, benefits, and total rewards philosophy.
- Utilize HR analytics and data modeling to provide insights on reward effectiveness and workforce structures.
- Prepare reports, presentations, and recommendations for senior HR and business leaders.
- Stay updated on global reward trends, regulatory changes, and industry best practices.
- Develop and share knowledge within the Widen team.
- Keep abreast of market developments and translate them into innovative approaches.
- Contribute to the internal and/or external development of the Widen office (team-building, office & market initiatives, coaching of junior colleagues, etc.).

PROFILE

- You have a Master's degree in business, management, economics, HR, or equivalent.
- You have at least 3 years' experience in reward consulting, compensation & benefits, job architecture, or a related HR discipline in an international, customer- and results-oriented environment.
- Strong analytical skills with proficiency in Excel and HR analytics tools.
- Familiarity with job evaluation methodologies (e.g., HAY, Mercer) and reward benchmarking practices.
- Experience with executive compensation and incentive design is a plus.
- You have a strong entrepreneurial spirit and a high degree of autonomy.
- You are creative, rigorous, analytical, autonomous, and result-oriented.
- You are able to work in a variety of (international) locations where trust, teamwork, and responsibility are essential.
- You have an excellent level of English in addition to French and/or Dutch.
- You are self-employed or open to becoming self-employed.

OFFER

- Work in a dynamic and ambitious team within a growing and informal company, in an informal but highly professional working environment.
- Work on international projects and great prospects for the future.
- The opportunity to train, develop, and participate together in the growth of Widen Advisory.
- An independent status with competitive remuneration and a variable component linked to results.

INTERESTED?

Please send your CV enclosed with an adapted cover letter to recruitment@pahrtners.be.



YOUR APPLICATION AND
RELATED INFORMATION WILL REMAIN
STRICTLY CONFIDENTIAL.

