For our Client's Global Reward Delivery Team we are looking 2 specialist that could support with Job Grading and Evaluations as part of a reorganization project - within the period September and October.

Senior Reward Delivery Associate (Job Grading Specialist)

Nr ref.: 25/8/2026/MŻ/269879/jobs.pl Wrocław (dolnośląskie)

What you can expect from us?

- private health care and a sports card to keep you at your best
- **temporary contract (2 months, with possibility of extention)**
- a healthy work-life balance: hybrid or remote
- a colorful, diverse culture where you can truly belong and grow
- salary: 12k gross/month

Employment agency entry number 47

this job offer is intended for people over 18 years of age

What will your tasks involve?

- conducting precise assessment and leveling of roles across the organization using Mercer IPE methodology (or equivalent)
- implementing and leveraging AI tools (including LLMs and automated mapping tools) on a daily basis to accelerate and scale job evaluation processes
- making fast, defensible, and commercially sound classification calls in a high-velocity environment without getting bogged down in bureaucracy
- presenting job evaluation results to senior executives, holding ground on decisions, and building consensus on key organizational structure matters

What we expect from you?

- deep Grading Expertise: Formal certification (preferred in Mercer IPE or equivalent extensive hands-on experience)
- AI & Tech Savvy: Proven experience using AI tools (LLMs, automated mapping tools, standard formulas) to accelerate job evaluation at scale
- pragmatic & Agile mindset: Comfortable making defensible, fast calls in a high-velocity environment without getting bogged down in bureaucracy
- senior Stakeholder Management: Exceptional communication and negotiation skills; capable of holding their ground and building consensus with senior executives