



ROB GREEN, M.A.
Global Total Rewards, Senior Director
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PROFILE

Global Total Rewards, Senior Director with over 20 years of experience within organisations, across a range of sectors and countries. Designs, builds and develops Total Rewards Strategies to attract and retain talent, within increasingly competitive landscapes. Partners with owners, C-suite, HR and business leaders to align and maximise investments with the employee experience.

DELIVERY HERO (2019 to Sept 2024)

Global Total Rewards, Senior Director

- Created a new Global Total Rewards strategy across 4 regions (MENA, APAC, LATAM, Europe, and Germany HQ), 52 countries and 9 Brands, including:
 - Global Base Pay spend of €700m per annum across 30k+ employees.
 - Global Long-Term Incentive Strategy and a €150m spend pa.
 - Global Wellbeing Benefits and Insured Benefits strategy and a €12m spend pa.
 - Global C Level and Executive Compensation policy and committee.
- Designed and executed multiple pay reviews to grow and / or maintain competitiveness.
- Designed pay review and benefits self-service platforms within Workday.
- Transformation of Total Rewards quantitative analytics.
- Compensation and Benefit diagnosis, and integration of acquired businesses.
- Total Rewards team growth from 5 to 15 in Germany HQ, plus 4 in the regions.

CONSULTING PROJECTS (2012 to 2018)

DELIVEROO

Global Total Rewards Director

- Built a competitive Global Compensation strategy across 3 regions and 12 countries.
- Designed a pre-IPO Global Long-Term Incentive allocation to employees of €10m.
- Developed a Benefits strategy and brand in UK.

SKYSCANNER

Global Total Rewards Director

- Built a competitive Global Compensation strategy across 3 regions and 9 countries.
- Re designed the Global Mobility Strategy.
- Designed and implemented a pre and post IPO Compensation 'talent retention' strategy.

MERCER

UK & European Total Rewards Senior Manager

- Developed a competitive European Total Rewards strategy across 6 countries.
- Redesigned and implemented a €30m bonus plan.
- Developed a fully flexible UK Benefits Strategy.

AMAZON

UK & Ireland Total Rewards Manager

- Developed a competitive UK & Ireland Compensation Strategy.
- Managed the Long-Term Incentive program.
- Developed a UK & Ireland Benefits strategy, with a new Pension plan.
- Integrated business acquisitions Compensation and Benefits.

ZUTO & BULB (UK start-ups)

UK Total Rewards Manager

- Developed competitive job levelling / evaluation and pay frameworks.
- Designed Sales Incentive frameworks.

Career break travelling round the world (2011)

COCA COLA (2008 to 2010)

- European Compensation & Benefits Manager
 - Developed competitive job levelling / evaluation, pay frameworks and an online pay review system.

GLAXOSMITHKLINE (2000 to 2007)

- International Compensation Manager
 - Diagnosis and building job levelling / evaluation and pay frameworks.
- UK Compensation Analyst
 - Created a job catalogue, job evaluation system, and implemented multiple pay reviews.
- Global Mobility Analyst
 - Redesigned the Global Mobility policy and processes.

Career break studying Master of Arts in HR Management (1999)

BARCLAYS BANK (1988 to 1998)

- HR Analyst
- Training Analyst & Development Coach
- Business Account Analyst
- Account Analyst

QUALIFICATIONS

- Master of Arts in HR Management (M.A. in HRM) - 1999
- Graduate Chartered Institute of Personnel and Development (CIPD) - 1999
- Higher National Certificate in Business Studies - 1996 to 1998, part time study
- Banking Certificate - 1990 to 1992, part time study
- 10 GCSE's, with grades A to C: including Mathematics and Science - 1988