

# SAHIBA VADHERA

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A seasoned Rewards professional having extensive experience of Total Rewards Design & Management acquired through successful consulting and corporate stints. Specialization in Executive Compensation, Pay for Performance Plans, Job Grading & Compensation Benchmarking for India and APAC countries.

## EDUCATION

B.Sc., Statistics (H)	Kirori Mal College, Delhi University	May'11–May'14
Executive Program in Human Resource Management	Indian Institute of Management, Calcutta	May'20–May'21

## PROFESSIONAL EXPERIENCE

Director – Total Rewards, APAC	JLL (Jones Lang LaSalle)	May'24–Present
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Serving as the Director – Total Rewards in JLL managing the compensation & incentive programs for 20,000+ employees across APAC.

- Designing and implementing global compensation programs aligned with business objectives by developing policies that balance local market needs with the global corporate rewards strategy
- Redesigning & implementing the updated target bonus scheme for all employees across different APAC markets to streamline the variable compensation spends and the business achievement metrics
- Analyzing market trends and salary survey data across different regions. Preparing cost projections and budgets for global C&B programs and frequent tracking of the programs' effectiveness and cost monitoring
- Design & Administration of stock-linked compensation program for Senior Executives in APAC market
- Partnering with global & regional HR leaders to understand local market needs and advising business leaders on compensation decisions for their employees
- Developing employee communication around the compensation programs and partnering with the regional & country HRBPs for driving the last mile communication to concerned employees
- Collaborating with control functions like finance, legal, and tax on program implementation related simulations, scenario analysis, impact analysis and deviation management / grandfathering decisions

Executive Remuneration COE Lead	WTW (Willis Towers Watson)	Dec'21–May'24
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Served as the Executive Remuneration COE Lead for WTW specializing in stock-linked employee compensation design and management projects across the EU, USA & APAC markets.

- Compensation Benchmarking and Pay Design Advisory for Executive and Non-Executive directors for Indian and European Market. Remuneration Committee advisory on Proxy Advisors' and investors' expectations
- Management advisory on malus and claw back provisions, Annual General Meeting trends, Share Ownership Guidelines (including post-cessation) and adjustment of inflight performance conditions of Long-Term incentives
- Remuneration Committee training covering legislative, regulatory & governance framework, proxy advisor/investors' expectations, role of Remuneration Committee & Subsidiary Remuneration Committees and market trends
- Client Advisory sessions focused on LTI instruments, vesting schedule & conditions, and exercise scenarios to help clients with impact analysis in terms of provisioning, stock dilution and year-on-year accounting

<b>Executive Remuneration Lead</b>	<b>Mercer Consulting, India</b>	<b>May'19–Dec'21</b>
<p>Served as the Executive Remuneration Lead for Mercer India's Consulting Practice catering to clients for business development and delivery of projects centered pay, performance &amp; regulatory compliance.</p> <ul style="list-style-type: none"> <li>• Executive Compensation Benchmarking and Compensation Strategy Development across multiple sectors</li> <li>• Review &amp; Design of Short Term &amp; Long Term Incentive Plans–Plan Design &amp; Governance</li> <li>• Advisory related to RBI Guidelines on Executive Pay Governance for material risktakers in Banking sector</li> <li>• Market based Review of Pay Structure (sitting fee &amp; commission) for Board &amp; Board Committee Members</li> <li>• HR Due Diligence-M&amp;A advisory on Employment Agreements &amp; Compensation of Executives</li> <li>• Advisory related to pay management in the Employment, Severance &amp; Retirement contracts of Executives</li> <li>• Project Management &amp; Reporting for Mercer's 1<sup>st</sup> All Industry Executive Remuneration Practices Survey 2019-20</li> </ul>		
<b>Rewards Consulting</b>	<b>Aon Consulting, India</b>	<b>Jun'15– May'19</b>
<p>Served as a senior team member in the Financial Services arm of Aon India's Human Capital Consulting working on projects centered around compensation benchmarking, incentive design, job grading &amp; workforce analytics</p> <ul style="list-style-type: none"> <li>• Project Management &amp; Execution-Compensation Benchmarking, Pay Range Design and Job Grading</li> <li>• Stakeholders Management and having critical client conversations for Total Rewards Advisory</li> <li>• Compensation Review, Client Management &amp; Reporting across various industry wide C&amp;B benchmarking studies across Commercial Banking, Private Banking, Investment Banking, Life Insurance &amp; General Insurance</li> <li>• Wage cost Analytics, Pay Structure Redesign, Span of Control &amp; Delaying Analysis, Pay Mix Analysis, etc.</li> <li>• End-to-End Project Management: Data Collection→ Peer Review &amp; Research→ Reporting &amp; Client Presentations</li> <li>• Preparing Client Proposals &amp; Presentations targeted for Senior Management or Board Presentations</li> </ul>		
<b>ACCOLADES &amp; CERTIFICATIONS</b>		
• 'Going Beyond – APAC' and 'Going Beyond – India' recognition awards for target bonus exercise		2024
• 'Corporate Function Superstar' for driving operational excellence, innovation & change management		2024
• Conducted awareness-building sessions for key clients in London (part of WTW's Client Connect Program)		2022
• Half-Yearly Award by Mercer for Building Excellent Partnership Across Consulting Division		2019
• Mercer's International Position Evaluation (IPE) Participant		2019
• Aon Hewitt Certified Rewards Professional		2018
• Recognition by Aon Hewitt for Delivering Excellent Business Results & Effective Client Management		2016,17