

Chetan Sobti

+91 9868495203

chetansobti@rediffmail.com

PROFESSIONAL PROFILE

Strategic and commercially-minded Senior Reward Leader with over 14 years of experience designing and implementing global reward strategies. Adept at partnering with C-suite and HR leadership to deliver data-driven insights and transformative people solutions.

SUMMARY OF EXPERTISE

Reward Strategy	Global Mobility	HR transformation
Org. Design & Effectiveness	HR business partnering	Performance management
HR Analytics	HR systems	Mergers & Divestitures

PROFESSIONAL HISTORY

Reckitt (From March 2018 – till date)

Reward Director SoA, ASEAN & North Asia (April 2023 – till date) - Bangalore
Head of Total Reward, ASEAN & Greater China (January 2021 – March 2023) - Singapore
Reward Manager – Global Functions & Projects, Hygiene (October 2019-December 2020) – Amsterdam
Reward Manager – India, Hygiene (March 2018 -September 2019) –Gurugram

MakeMyTrip.com (From April 2011 – February 2018)

Senior Manager – Human Resources (April 2017- February 2018)
Manager – Human Resources (April 2015- March 2017)
Deputy Manager - Human Resources (April 2013 – March 2015)
Assistant Manager - Human Resources (November 2011 – March 2013)
Management Trainee - Human Resources (April 2011 – October 2011)

AREA OF RESPONSIBILITY

Reckitt Benckiser (From March 2018 – till Date)

Reward Director SoA, ASEAN & North Asia

- Part of the HR leadership team of ASEAN + Greater China & South Asia regions which includes 14 markets with a headcount of ~10,000 employees in the region (Singapore, Malaysia, Thailand, Philippines, Indonesia, Vietnam, China, Hong Kong, Taiwan, Japan, South Korea, India (including GCC), Bangladesh and Sri Lanka) based in India.
- Partner with HR Director and Senior leaders to support org design, productivity initiatives and strategic direction of the organization. Have been key team member in 3 organization re-design projects (both regionally and globally), 2 divestiture transactions and HR transformation.
- Responsible for designing of local reward practices and deployment of global reward practices. Ensuring effective deployment of Global Rewards practices like Banding, Annual Performance Plan and Global Stock Purchase Plan etc subject to legal frameworks of each of the countries with support of two direct reports.
- Responsible for Pay review for all countries including budget alignment & management, creation of pay ranges, and execution of the pay review process with HRD's of respective countries.
- Responsible for design of benefits philosophy and smooth execution as per the same. Did extensive benchmarking of benefits and revised Healthcare benefits in countries where it was not in-line with Reckitt philosophy.
- Created Living wage framework which was deployed globally. Created philosophy on pay practices of blue color factory workers to ensure they have sustainable livelihoods in line with commitments of Reckitt on social and environmental goals.
- Engaged with GCC leaders and global HR leaders to create role profiles and benchmarking framework.
- Leading strategy to deploy pay equity and pay transparency emerging market.

- Responsible for E2E global mobility for employees – From offer to movement to localization.
- Standardized separation policies across Asia subject to minimum local compliance. Delivered cost avoidance of more than USD 1.5 million by executing the same.

Reward Manager – Global Functions & Projects, Hygiene

- Managing the reward practices for senior management/Executive population along with Reward director Hygiene for the BU based in Amsterdam.
- Responsible for implementation of reward strategy in global functions and managing all global processes for hygiene BU.
- Creating international offers for senior management population across the globe and managing queries from HR/employees on the same
- Led the global annual performance plan pay-out process (Variable Pay) and pay review process for Hygiene BU centrally with shared services team and HR solutions team.
- Part of the team which did the banding for Reckitt group during restructuring in 2020
- Advice and mentor regional reward managers in Hygiene BU on various global process
- Manage Compensation practices for Hygiene HQ based in Amsterdam
- Conducted analysis post Pay-review 2020 for entire Reckitt group for below management employees to suggest future changes to Pay-review strategy and system design for 2021.
- Led multiple global mobility projects a) automation of interface between core HR module and mobility module b) create guidelines on treatment of additional tax due to timing of international transfers c) Protocol to be followed for dislocated employees due to Covid

Rewards Manager– India, Hygiene

- **Rewards**
 - Responsible for Reward practices for India based in Gurgaon.
 - Ensuring effective deployment of Global Rewards practices like Rewards philosophy, Banding, Annual Performance Plan and Global Stock Purchase Plan etc.
 - Responsible for Design of benefits philosophy for India and Leading **Live your Best** wellness initiative for Reckitt India.
 - Ensuring effective deployment of Compensation systems with shared services team. Part of design team of the Annual Appraisal system for India with Global shared services.
 - Ensuring effective implementation of all local compensation and benefits practices
 - Responsible for CFC (country fixed cost) and analysis of people cost.
 - Partnering with leading consulting organizations w.r.t to benchmarking of all rewards elements and compensation assignments
- **HR Operations**
 - Leading the Entity split project for India from HR POV. Ensuring all HR compliances, benefits, employment letters etc. are in place.
 - Leading all people analytics for Reckitt Hygiene BU in india
 - Streamlined the payroll process and created SOP's for all HR process

MakeMyTrip.com (From April 2011 – February 2018)

Total Rewards Strategy & Execution

- Developed and implemented compensation strategy, including annual salary reviews, bonus, incentives and LTI planning.
- Created key policies such as Variable Pay, LTI, and expat compensation.
- Created the first eCommerce forum with mercer .
- Partnered with consultants for market benchmarking.
- Designed simulations for increments and incentive payouts; managed sales and short-term incentive plans

ACHIEVEMENTS

SUMMER INTERNSHIP

ACADEMIC BACKGROUND

Performance Management

- Led performance management strategy design and implementation across global MMT entities.
- Managed goal setting, mid-year and annual reviews, calibration, and promotion decisions.
- Developed training content and communication for consistent appraisal execution.

HR Business partnering

- Strategic business partner to CFO and CHRO supporting employees across MMT group.
- Lead and support change initiatives, helping employees adapt to new processes and technologies.
- Oversee recruitment, onboarding, performance management, and employee development to build a strong and capable workforce.
- Implement the org. design for future for finance function.
- Drive reward and recognition framework in the organization together with the Finance leadership team.

HR Analytics

- Built HR dashboards covering hiring, attrition, training, and compensation insights for leadership.
- Conducted RSU analytics and database rationalization for strategic decision-making.
- Created Earning potential calculator and shared it with top 100 leaders.
- Managed people costs budget for MMT group .

Mergers & Acquisitions

- Played a key role in HR integration during the MMT-GI merger.
- Led compensation and grade harmonization, policy alignment, and HRIS integration.
- End to End management of hoteltravel.com integration .

Organization Development

- Developed job descriptions, competency frameworks, and interview architecture.
- Supported leadership development programs and 360° feedback for 100+ managers.
- Facilitated internal job postings and strategic training interventions.

- Created living wage framework which was globally deployed within Reckitt.
- Saved the organization around Euro 1 million due to successful implementation of a policy around 30% Tax ruling in Netherlands working with Deloitte and Dutch Tax authority.
- Created and implemented new compensation philosophy at Reckitt India which was well received across Reckitt. Also, implemented the strategy on SuccessFactors in the same year.
- Founding member of eCommerce forum in india with Mercer. Helped Mercer define Job family framework and introduced external perspective to compensation at Makemytrip.
- Successfully designed and implemented LTI distribution strategy for senior Management and junior management employees. Creation of earning potential statement (Includes LTIP, compensation and benefits) for a fiscal for employees at MakeMyTrip which led to employees having a clear understanding on their LTI earnings & vesting details, benefits in addition base and variable earnings.
- Implementation of performance management system of Cornerstone on demand in 3 weeks which is the shortest time in cornerstone history at makemytrip.
- Led the reward Harmonization for Makemytrip and Goibibo Merger. With Reckitt have worked in 3 major organization re-design and 2 divestures .

Reckitt

April 2010-May 2010

International Management Institute, New Delhi
PGDM in Human Resources (Full Time)

2009-2011

Guru Gobind Singh Indraprastha University
B. Tech in Instrumentation and Control (Full Time)

2005-2009