



PIERRE MARAIS

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Professional Profile

PROFILE SUMMARY

- Pierre Marais has 30 years' experience in human capital and reward management across all sectors and industries, both locally and across sub Saharan Africa. He has a strong background in the mining and construction sector, having commenced his career with JCI Ltd where he provided a remuneration and benefits policy-making service to the Group's platinum and gold divisions. He also served as a trustee on the JCI Group Medical Scheme. He has spent 14 years in the consulting arena, 10 years of which as Executive Director of Global Remuneration Solutions, a reward consulting firm later acquired by Mercer, the global consulting firm. He has previously provided a reward advisory service to a leading listed mining company in the platinum sector and serves as an independent board member on the Remuneration Committee of two medical schemes. He is currently an Independent Consultant with PwC in their People and Organisation division. He holds a Master of Arts degree and a Postgraduate Diploma in Labour Law and is a Certified Global Remuneration Professional (GRP).

PROFESSIONAL EXPERIENCE

- June 1986 – March 1996 – Human Resources Officer – JCI Shared Services
- April 1996 – March 2000 – JCI Shared Services - Human Resources Manager – Human Resources and Remuneration projects and related services for the JCI group of companies
- April 2000 - April 2004 - Practice Head - Channel Consulting, previously PSG International Compensation (Human Resources and Remuneration Management Consulting firm)
- April 2004 – August 2013 - Executive Director and Consulting Head - Global Remuneration Solutions (Human Resources and Remuneration Management Consulting firm).
- September 2012 – February 2014 – Principal Consultant – Mercer South Africa, previously Global Remuneration Solutions
- March 2014 – February 2016 – Anglo American Platinum Limited - Head of Remuneration and Benefits.
- March 2016 – February 2018 – Remuneration and Benefits Advisor to Anglo American Platinum Limited (Consulting role)
- Present - External Associate Consultant - PwC (People & Organisation)

QUALIFICATIONS

- 2005 – University of the Free State – Master of Arts Degree (HES)
- 1998 - University of Cape Town – Graduate School of Business – Strategic Human Resources Management Programme
- 1995 – Rand Afrikaans University – Postgraduate Diploma in Labour Law
- 1979 – Technikon Pretoria – National Certificate in Business Leadership

PROFESSIONAL MEMBERSHIPS

- Institute of Directors of South Africa
- GRP (Global Remuneration Professional)
- Institute People Management [IPM]
- SA Board for People Practices Practice – SABPP

ADVISORY SERVICES TO REMUNERATION COMMITTEES

Provided advisory services for the following Remuneration Committees (not a complete list):

- Anglo American Platinum Limited - Current
- Government Employees Pension Fund
- The Rand Mutual Assurance Company Limited
- Department of Public Enterprises
- African Management Services Company
- Hanover Reinsurance

EXECUTIVE COMMITTEES AND BOARDS AS A MEMBER

- JCI Group Medical Scheme – Executive Committee Member -1999 and 2000
- West Rand Association for the Physically Disabled – Executive Committee Member – 2013
- Vice-Chairman of Executive Management Committee of the Gateway Society (care for the mentally and physically disabled) – Current
- Executive Director/Partner of Global Remuneration Solutions (Proprietary) Ltd – 2004 – 2013
- Independent Remuneration Committee Member for Profmed – Current
- Independent Remuneration Committee Member for Medshield – Current

PUBLICATIONS AND PRESENTATIONS

- Master's thesis entitled *Management of Academic Staff Performance in Higher Education*
- Co-authored a book on performance management of academic work with Professor AH Strydom (UFS) for publication in May 2004
- Co-author for Mercer HR Consulting international publications on SA conditions of employment and emerging trends
- Presented numerous papers at seminars and conventions, including Gordon Institute of Business Studies, University of the Free State and Mauritius Society of HR Professionals.

Author of numerous training manuals on remuneration management and presented training sessions to both local and sub Saharan African clients and consultants

AWARDS RECEIVED

- 1992 – JCI Ltd – Human Resources Practitioner of the Year

COMMUNITY INVOLVEMENT

- Pro-bono Human Resources and Reward consultant to community service NGOs. Pierre has been a quadriplegic for the past 31 years, hence his active involvement with the disabled community.

REFERENCES

- Client and Personal Referee list available on request