



Pierre Marais

Contact Details

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30 years' experience in Human Capital and Total Reward management across all industries and sectors including government and NGOs, both locally and across sub Saharan Africa. Experience was gained in both a corporate and consulting (executive/top management) capacity, which has provided an understanding of the discipline from both sides. Has provided reward advisory services to leading listed companies and serves as an independent expert member on the Remuneration Committee of two medical schemes. Currently a consulting partner with Reward Partners (Pty) Ltd.

Work History

- **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 2013 – 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** – Remuneration Consultant - (Consulting Partner - Reward Partners)

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
- **2018 – Board of Healthcare Funders/Wits Business School** – Trustee Training Programme

Professional Memberships

- Institute of Directors of South Africa (**IODSA**)
- Global Remuneration Professional (**GRP**) World@Work Society of Certified Reward Professionals

Advisory Services to Remuneration Committees

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

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

Executive Committees and Boards

- **1999 and 2000** - JCI Group Medical Scheme – Executive Committee Member (Employer Nominated Trustee)
- **2013** - West Rand Association for the Physically Disabled – Executive Committee Member
- **2004 - 2013** - Executive Director/Partner of Global Remuneration Solutions (Proprietary) Ltd
- **Current** - Vice-Chairman of Executive Management Committee of the Gateway Society (NGO for the mentally and physically disabled)
- **Current** - Independent Expert Remuneration Committee Member for Profmed Medical Scheme
- **Current** - Independent Expert Remuneration Committee Member for Medshield Medical Scheme – Chairman of the Human Capital and Remuneration Committee
- **Current** - Independent Expert Committee Member for City Property Administration – Chairman of the Social Ethics and Transformation Committee

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 in higher education 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 Science, University of the Free State and Mauritius Association 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.

References

- Client and personal referee list available on request