



PIETER LOURENS (PIERRE) MARAIS

Human Capital & Reward Strategy Specialist

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About

Pierre Marais brings a wealth of experience in Human Capital and Total Reward strategy, developed over a career that spans both corporate and consulting roles across multiple sectors—including government, NGOs, and listed companies—throughout South Africa and sub-Saharan Africa.

Currently a Consulting Partner at Reward Partners (Pty) Ltd, Pierre works with executive teams and remuneration committees to help organisations design practical, effective, and responsible reward strategies. His work combines a deep understanding of governance with real-world, hands-on experience in business.

Pierre also serves as an Independent Chair on several governance committees, including:

- **Remuneration Committee** – Profmed Medical Scheme
- **Social, Ethics and Transformation Committee** – City Property Administration

He is known for blending strategic insight with a practical, grounded approach—making him a trusted advisor to boards, CEOs, and HR leaders alike.

Career Snapshot

Reward Partners (Pty) Ltd

Consulting Partner / Director

2018 – Present

Pierre advises companies on executive pay, incentive design, governance, and broader reward strategy.

Anglo American Platinum Limited

- *Head of Remuneration & Benefits* (2014–2016)
- *Reward Advisor (Contractor)* (2016–2018)

Mercer South Africa (formerly Global Remuneration Solutions)

- *Principal Consultant* (2013–2014)
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Board & Committee Roles

Pierre has served on several boards and executive committees throughout his career, often in Chair or Trustee roles. Highlights include:

- Executive Committee Member – JCI Group Medical Scheme
 - Executive Director/Partner – Global Remuneration Solutions
 - Chair – Gateway Society (NGO for people with disabilities)
 - Independent Chair – Medshield Medical Scheme (HC & Remuneration Committee, 2017–2022)
 - Current roles:
 - Profmed Medical Scheme (Remuneration Committee)
 - City Property (Social, Ethics and Transformation; SHEQ Committees)
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Education & Certifications

- **Master's Degree (HES)** – University of the Free State
 - **Postgraduate Diploma in Labour Law** – Rand Afrikaans University
 - **Strategic HR Programme** – UCT Graduate School of Business
 - **Trustee Training** – Wits Business School / Board of Healthcare Funders
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Professional Affiliations

- **Fellow** – Institute of Directors in South Africa (IoDSA)
 - **Global Remuneration Professional (GRP)** – WorldatWork
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Consulting Highlights

Pierre has worked with a wide range of organisations and Remuneration Committees, including:

- Anglo American Platinum
- Government Employees Pension Fund (GEPF)
- Rand Mutual Assurance
- Department of Public Enterprises

- African Management Services Company
 - Hanover Reinsurance
 - Octodec Investments
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Publications & Presentations

- Co-author of a book chapter on academic performance management in higher education
 - Contributor to international HR publications (Mercer)
 - Speaker at GIBS, UFS, and HR forums in Mauritius and Southern Africa
 - Author and trainer of numerous remuneration management courses for clients across the continent
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Recognition

- **Human Resources Practitioner of the Year** – JCI Ltd (1992)
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Giving Back

Pierre actively supports non-profit organisations by offering pro-bono HR and reward consulting services, particularly to NGOs working in community development and healthcare.

References

Available on request.