

Arvind Usretay

Director – Rewards (India)



Arvind Usretay is the Director of the Rewards business for Willis Towers Watson in India. Arvind has more than 16 years of experience in various areas of business including sales and distribution, project management, strategic and new products and initiatives. His experience spans across industries – HR Consulting, Insurance and Banking and IT Solutions.

Prior to joining Willis Towers Watson, he has worked with Ernst & Young and Mercer, where he was leading their Rewards business for India. He has substantial experience in life insurance / pension / other employee benefits.

Arvind has led projects in total rewards, compensation and benefits benchmarking and design, executive pay design and governance, variable pay including ESOPs and employment law. His clients include a mix of large multi-national employers, regional players, Government sector and PSUs.

Arvind has led several research projects in rewards and pensions and is a regular contributor of articles in leading publications. He is also an active member at the National HRD Network. He was conferred the HR Leadership Award at the Asia Pacific HRM Congress in Bengaluru.

Projects Experience

- Assisted a well-known professional services firm to restructure their compensation structure for employees including a custom benchmarking exercise to bring it in line with market
- Advised a large multi-national client to restructure their benefits strategy and implement a revised structure for India colleagues, in line with market practice
- Led the mandate for redefining the rewards philosophy for a very large Indian Private Bank
- Consulted on HR start-up support for a large US based Insurer to help them setup an IT development centre in India. Assignment covered several areas including overall HR setup and rewards (compensation and benefits)

Education and Professional Qualifications

- PGDBA from IBS, Hyderabad, 2001
- Hogan certified 2012