

Durga Jha

Global Compensation & Total Rewards Advisor

End-to-end program delivery / Transformation / Technology-enabled solutions

MERIT + BONUS

EXECUTIVE + EQUITY

PAY EQUITY + M&A

HR TECH + AI

10+ YEARS

Compensation & Total Rewards

MULTINATIONAL

Canada, US & Europe

2 ACQUISITIONS

Compensation integration

Operational depth. Strategic perspective. Independent delivery.

I help established and evolving organizations design, scale and manage fair, competitive and sustainable compensation and benefits programs - from annual cycles to complex transformation.

SELECTED ACHIEVEMENTS & CAPABILITIES

01 DELIVER

Full compensation-cycle ownership

Led annual merit and bonus planning, salary budgets, calibration, promotion reviews, decision support and reporting; supported executive and equity-related analysis.

OPERATIONS + GOVERNANCE

02 SCALE

Rewards that grow with the business

Built global salary structures and job architecture; strengthened policy and controls; supported benefits vendor transition and scalable rewards processes.

COMPENSATION + BENEFITS

03 TRANSFORM

Complex change across organizations

Supported compensation integration for two acquisitions, delivered ON/QC pay equity, and led Workday compensation and benefits implementation workstreams.

M&A + SYSTEMS + COMPLIANCE

HOW TO ENGAGE

SENIOR INDIVIDUAL-CONTRIBUTOR ROLES

Senior Advisor / Principal / Lead Consultant; hands-on ownership of critical rewards deliverables.

WORLDWIDE ADVISORY PROJECTS

Available for remote international projects, cross-border collaboration and specialist consulting engagements.

HR TECHNOLOGY, ANALYTICS & RESPONSIBLE AI

Building practical compensation decision-support prototypes, analytics dashboards and intelligent workflow concepts to improve consistency, efficiency and governance. AI-enabled work is exploratory, with human review and clear controls.

DOMAIN EXPERTISE + SOLUTION DESIGN + HUMAN ACCOUNTABILITY

LINKEDIN

linkedin.com/in/durgajha

HRQUEST

hrquest.ca

REWARDSARCHITECT

rewardsarchitect.netlify.app