

Sambhav Rakyen – Global Data Services Practice Leader, Asia Pacific



- Sam is the leader for the Global Data Services practice for the Asia-Pacific region. The Global Data Services practice at Towers Watson provides organisations with best-in-class market data and interpretation reflecting unique local governance and cultural practices to create competitive and effective localised market-based pay programs.
- Sam has close to ten years of experience in managing projects, people and businesses. He has successfully designed, launched and managed compensation and benefits surveys for a broad range of industries such as: Financial Services, Pharmaceutical, Hi-Technology, Education, Plantation, BPO, etc. across the APAC region.
- Sam has worked in diverse geographies including the USA and across the Asia-Pacific (India, Singapore, Hong Kong & Malaysia). In addition he has also successfully managed client relationships in China, Taiwan & Vietnam. He is recognized as a trusted advisor by many MNCs, local conglomerates and government institutions on aligning compensation and benefits strategy with the overall human capital strategy.
- Sam is an accredited practitioner of Towers Watson's proprietary job leveling system – GGS. His area of expertise is in broad based rewards helping companies understand competitive pay issues, compensation benchmarking, job evaluations, salary structure development, employee engagement, pay comparison across multiple countries, compensation and benefits audits & compensation restructuring.
- Prior to joining Towers Watson, Sam was the Regional Manager for a multinational consulting company where he focused on managing client relationships and providing support in the form of data analytics, job matching and data insight across the Asia Pacific region. In addition, he held responsibility for business development and brand building.
- Sam holds a MBA from Rochester Institute of Technology in USA, where he graduated with Beta Gamma Sigma honor. Sam is a frequent speaker at conferences in the region.