

## MARK QUINN

### BRIEF CURRICULUM VITAE

#### CAREER

**May 2021 – Present**                    **QQPM**  
**Director and Senior Independent Consultant**

After 35 years working for other organisations, I set up my own company to continue to work with a range of clients; helping them to get the most from the complex relationship between people, pay and organisational success. Since May, my clients include ADNOC, Beiersdorf, Hampden & Co, Kerry Group, Medmark, Signature Senior Lifestyle, SNC Lavalin, and XP Power.

**Sept 2017 – May 2021**            **Korn Ferry**  
**Senior Client Partner**  
**EMEA Leader, Rewards & Benefits**

Hired to create/grow the reward community/line of business across EMEA (29 Countries) to drive revenue, taking advantage of the integrated suite of people solutions in Korn Ferry.

Major Achievements include:

- Double digit compound Revenue growth across 3 years (prior to the start of the COVID slowdown) - maintained strong business performance across the COVID affected period;
- Developed and implemented a “protect and convert” strategy for Work Measurement/Job Evaluation (Hay legacy business);
- Focussed on the restructure, modernisation, and prioritisation of the Reward agenda to meet client needs (shifting to Senior/Executive reward and strategic reward);

**Feb 2011 – Sept 2017**            **Mercer**  
**Partner, Talent / Career**

**Jan 2013 – May 2013**      **UK Leader, Reward Practice (Talent)**  
**Jun 2013 – Sept 2017**      **Market Business Leader, Talent UK&I**

I joined Mercer as a Partner in the reward practice in February 2011 and was appointed to the UK Talent Market Business Leader role in June 2013.

Major achievements include:

- Sustained growth in UK Talent – revenue from \$25m in 2012 to ~\$42m in 2016, with margin growing 0.2% to 20% in 2016;
- Completed 3 restructuring plans whilst maintaining business stability and performance;
- Winning and delivering a broad range of consulting assignments include a multi-disciplinary EMEA-wide project for Citi with annual revenues across 3 years in excess of \$1m p.a. (and a committed future revenue stream for a further 2 years);

Clients included Aviva, Chanel, Centrica, Clydesdale Bank, Credit Suisse, FirstGroup, Heineken, LBG, NBNK, Nestle, the Post Office, RBS Group, SABMiller, Sage, Virgin Media, and Unilever.

**April 2007 – Jan 2011**      **Royal Bank of Scotland**  
   **Regional Head of Reward, UK/ROI**  
   **Technical Partner Retail, Corporate & Commercial Banking, Wealth Management, & Insurance**

Joined as Technical Partner (Divisional Head of Reward) for Retail & Wealth Management. As a result of the acquisition of ABN AMRO we implemented a regional model and I was made responsible for UK/I – the largest geography.

The role balanced policy responsibilities for the region with provision of divisional reward leadership and management for all customer-facing areas of the Bank (excluding the Investment Bank); c. 70,000 employees, together with people responsibility for the ‘reward practice’ (the professionals in the UK reward function – c. 38 FTEs).

**June 2000 – March 2007**      **Ernst & Young, Human Capital**  
   **Performance & Reward Consulting**  
   **Director**

Joined as Manager; promoted to Senior Manager in April 2001 and to Director in 2004.

- Winning and delivering a broad range of consulting assignments leading multi-disciplinary and multinational teams to successfully meet clients needs;
- Consistently exceeded sales and personal utilisation targets; across my time in EY I was responsible for creating revenue in excess of £11m;
- Clients included: Ansbacher, BBC, ICH, Blockbuster Inc, Caudwell Group, CCHBC, Hewlett Packard, Royal Mail, Companies House, National Grid, National Bank of Kuwait, RSA, the Home Office, Lenovo, Kingfisher, SABMiller, Slough Estates, UFJ International, and XL.

**Jan 1999 - June 2000            J Sainsbury Plc**  
**Remuneration & Benefits Manager – Sainsbury’s Supermarkets Ltd**

- Created and implemented a reward strategy for the group;
- Designed and implemented a suite of annual bonus plans for store management;
- Designed and implemented an all employee share option scheme;
- Designed and implemented an all employee voluntary benefits programme;

**June 1997 - Jan 1999            The Rank Group Plc**  
**Head of Executive Compensation/Group Compensation & Benefits Manager (also responsible for Head Office HR).**

- Strategic review of total compensation for the main Board & senior executives;
- Design and implementation of an annual bonus plan for the top 80 in the organisation;
- Redesigned the share option grant process;
- Delivery of cost-savings through creation of a private medical healthcare trust.

**Feb 1996 - June 1997            Hiscox Insurance Company**  
**HR Manager**

- Harmonisation of benefits and terms & conditions in a takeover;
- Design, development and implementation of a new grading and progression scheme;
- Managed the HR aspects of the sale and purchase process.

**June 1989 - Jan 1996            SmithKline Beecham**

**Senior HR Advisor, R&D Division**

**April 87 – June 89**

**Kennedy & Donkin Consulting Engineers  
HR Officer, Group Functions and Building Services Division**

**Oct 86 – April 87**

**KPMG, Graduate Recruitment Team  
Graduate recruitment assistant**

## **EDUCATION & TRAINING**

**1996**

**Fellow of the CIPD**

**1986**

**Hull University  
BA (Hons), Philosophy**