



Course Facilitor
Robert Mosley

Robert Mosley is widely recognised in many industries and many countries as one of the leading global experts on compensation and benefits, and is also a leading expert in the more general field of human resources and performance management. His main areas of expertise and specialism are in the fields of job analysis, job descriptions, job evaluation, grading schemes, pay structures, allowances, bonuses and incentives, industrial relations and collective agreements, e-HR systems, performance management, performance appraisals, and all issues on compensation and benefits globally, especially in the GCC and Asia having worked in these regions for over 25 years.

Robert was born and educated in London (in UK) and he graduated with a MA masters degree in Mathematics from Oxford University (in UK) in 1983, and then obtained his MBA masters degree in business studies from London Business School (in the UK) and Chicago Business School (in the USA) in 1985. He then became a member of the Chartered Institute of Personnel and Development (in UK) with an FCIPD qualification, after deciding to focus on HR.

Robert has nearly 30 years of experience in HR and C&B, and he developed a detailed interest in compensation and benefits when he was employed by Hay Group (Hay Management Consultants) in the UK and UAE from 1985-1990, during which time he became a recognised expert on HR issues in several industries, and did HR consulting work in over 20 countries, mainly in the areas of compensation and total rewards. On leaving Hay Group, he joined Emirates Group and Emirates Airline based in

Dubai where he worked for 13 years from 1990-2003 and he was promoted to SVP Human Resources with over 22,000 employees in 60 countries. At all times, Robert kept a detailed hands-on role on all remuneration policies globally, and on all general HR policies and procedures. In 2003, Robert left Emirates Group to establish his own consulting business focusing on HR and C&B called Lemon Pip Consulting Limited, and over the past six years he has developed a very successful specialist consulting practice with over 200 clients. His two main areas of specialism are working with clients in the Middle East region, and in the global aviation industry.

Robert currently spends most of his time working in and around the Middle East and Asia, and offers an expert range of services and solutions on all compensation and benefits issues. Robert has been offering extremely popular training courses through IIR for the past fifteen years, with highly successful courses on “Job Descriptions and Job Evaluation and Grade Structures”, “Compensation and Salary Structures”, “Performance Management and Performance Appraisals” and “HR Policies and Procedures”, and this exciting new course on “Advanced Compensation”.

In his spare time, Robert is a keen traveler, and he completed an expedition across Antarctica, and is a keen golfer (spending several weeks each year as a sports psychologist on the PGA tour).

Robert was awarded the “Global Human Resources Leadership Award” in February 2017 by the “World HR Congress” to recognize his global “guru” status and his iconic work in the field of compensation, and he is now widely regarded as one of the top global experts in compensation.