**Aaron Moore**

Aaron Moore is a Partner in Mercer’s Career business, based in Boston. Aaron works with clients to assess the competitive positions of their executive and broad workforce compensation practices, design job architectures and career frameworks, develop salary structure and compensation administrative guidelines. His experience includes clients across various industries, and those that are publicly traded, privately-held, and not-for-profit organizations,.

Aaron is a member of Mercer’s Health Care Industry Vertical Team and has been with Mercer for 15 years. He has experience with pay for performance analysis/alignment, short-term and equity incentive plan design, compensation benchmarking for executives, broad employees, and non-employee directors, compensation philosophy design, and peer group development.

**Relevant experience:**

* Development of career framework and job architecture for large multi-state integrated health system in Midwest
* Development of a compensation strategy, salary structure and incentive plan for a not-for profit organization with both an exempt and non-exempt workforce
* Led nursing union bargaining support for integrated academic medical center in the Midwest to negotiate three-year contract terms
* Assessment of broad workforce compensation levels for nationally ranked specialty rehabilitation hospital
* Creation of a short-term incentive program to align employee opportunity levels with that of the organization
* Comprehensive review regarding executive compensation programs and reasonableness of pay under the IRS Intermediate Sanctions legislation
* Compensation review and equity incentive plan design for a privately held health care informatics organization going through an IPO

Aaron holds a B.A. with honors in finance and marketing from Northeastern University and an MBA from the Kellogg School of Management at Northwestern University.