**Fabio Salerni**

Fabio Salerni is a Senior Associate in Mercer’s Boston office with over 15 years of experience in Human Resources and Organization.

Fabio, who joined Mercer in February 2019, works with global organizations, assisting with a variety of compensation activities including reward strategy and program design, job architecture, competitive market assessment, job evaluation and global leveling, short term incentive design and pay structure development.

**Experience**

Fabio manages a broad range of client projects, including: Design and Implementation of Total Compensation Strategies/Guiding Principles: Job Evaluation, Global Levelling and Salary Structures Development, Design and Implementation of Short Term Incentive models, Salary benchmarking: Job Architecture Development, Design and Implementation of Performance Management Systems.

Fabio works across different industries, including Manufacturing, Infrastructure and Transportation, Media, High Tech, Fast Moving Consumer Goods, Professional Services, Education and Financial Services. Recent work includes:

* Job Evaluation and Salary Benchmarking of C-Suite /Key Roles for large domestic and multinational clients in different industries (FMCG, Gaming, Media, Manufacturing, Transportation, Financial Services, Education, Publishing, Utilities, etc.)
* Salary Structures: development of global banding/levelling structures and pay bands for large domestic and multinational clients in different industries (Transportation, Publishing, Financial Services, etc.)
* Development of Job Architecture frameworks (career streams, career levels, job families/sub families) for large domestic and multinational clients in different industries (Professional Services, Publishing, High Tech, Manufacturing, etc.)

Prior to Mercer, Fabio served as Global Organization and Reward Manager for the Italian construction multinational “Astaldi”. He previously worked for “PwC Advisory” and for the Italian Highway Management Company “Autostrade per l’Italia”.

**Education**

Fabio holds a M.S. degree in Business Management and a B.S. degree in Economics from “Luiss Guido Carli” University in Italy.