*Andrew Stemp is an Associate Partner in Aon’s Strategic Advisory Practice. He is a Compensation, Benefits and Reward professional with over 20 years' international experience in both consulting and corporate environments.*

*Prior to joining Aon, he was most recently Director of Reward for the EMEA region for online retailer Amazon, based out of Luxembourg and covering all aspects of reward for the organisation across a number of mature and emerging markets in Europe and Africa and for a broad range of employees from blue collar to senior management across Retail, Tech and Operational/Customer Service businesses. He was also a member of the global C&B leadership team at Amazon.*

*Andrew's career started at KPMG where he specialised in Corporate and later personal tax. He is a member of the UK Chartered Institute of Taxation. Andrew spent six years in HR consulting roles early in his career, based in London and Milan, specialising in executive compensation and wider reward where has was adviser to a number of FTSE 100 and international companies. He was involved in a number of global grading exercises for major clients. His corporate career has included roles as Head of Reward for GE Consumer & Industrial, based out of Barcelona, for BPB across 56 countries and for Alliance Boots.*

*Andrew has deep specialist knowledge of international M&A and emerging markets.*

*Andrew has an MA in Modern Languages and Linguistics from Magdalen College, Oxford and speaks 5 European languages.*