



## **BOB CHARLES**

### **Managing Director Watson Wyatt Asia Pacific**

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Bob Charles is the Managing Director of Watson Wyatt Asia Pacific. As such he has overall responsibility for Watson Wyatt's business in the region and is a member of Watson Wyatt's global management committee. He is an actuary by profession and previously headed Watson Wyatt's Employee Benefits consulting practice in the Asia-Pacific region. He was also the managing consultant for Watson Wyatt's Hong Kong office for 4 years.

Based in Hong Kong, Bob's client work is focused on retirement and other benefits consulting services. Bob's clients include major multinationals with multiple operations in Asia; working on multi-country accounting and M+A projects.

Bob moved to India in 2001 following Watson Wyatt's acquisition of India's largest actuarial firm. Bob advised some of India's largest private sector employers on actuarial and benefit design issues. Bob joined Watson Wyatt in 1987. Before moving to India he worked in London as the lead actuary for several of Watson Wyatt's UK clients.

Bob is the author of Watson Wyatt's 'Ageing Workforce Asia-Pacific' study, reflecting his interest in the implications that Asia's demographics have for retirement and healthcare provision in the twenty-first century.

Bob is a frequent speaker on pension and ageing issues in Asia. He is a Fellow of the Institute of Actuaries (UK) and holds a first class honours degree in mathematics from Oxford University.