

## Access to Experts



**Dr. Richard Belfield**  
Director  
Towers Watson

Richard advises remuneration committees and executive management on a wide range of executive pay matters to help companies deliver their business strategies.

He typically supports clients in areas such as incentive design, remuneration strategy, and the management of stakeholder relations. His regular clients include leading global companies in the energy, insurance, life sciences, and technology sectors.

Prior to joining the firm, Richard was a researcher at the Centre for Economic Performance at the London School of Economics, where he investigated the link between pay design and organizational performance for – among others – the European Commission and the British and French governments. He has published a number of academic articles in this field.

### Role at Towers Watson

Richard is a director in the executive compensation practice in London. He joined the firm in 2007.

As part of his role, Richard leads Towers Watson's research programme for the EMEA region in the area of executive pay. Under Richard's guidance, recent projects have cast new light on the relationship between executive pay and company performance, and on the factors influencing remuneration committee effectiveness.

He also leads an EMEA region network of executive pay consultants focused on serving clients in the life sciences sector.

### Education and Credentials

Richard holds a Master's degree in the area of human resource management from Cornell University, and a PhD on the subject of managerial pay from the London School of Economics.

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