Access to Experts

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Janet VanAlsten serves as program director for The Conference Board’s Global Rewards and Mobility Council, Employee Benefits Council, and Employee Benefits research Council. VanAlsten is a global rewards executive with over 25 years of experience in strategic design, administration, and governance of compensation and benefits plans for complex multinational companies. A lawyer by training, she is known as a creative and dynamic thought leader who combines broad vision with deep technical, legal, and financial expertise to develop solutions for engaging and rewarding employees globally.

VanAlsten is the founder of a global benefits consultancy Aviso Global Benefits Solutions, LLC. She currently advises companies on global expansion, employee mobility, and the successful integration of employees in corporate transactions.

Prior to founding her own consultancy, she was a top global rewards executive at two Fortune 200 companies. At Amgen Inc., the world’s largest biopharmaceutical company, she was the executive director of Global Benefits from 2008 to 2014 during a period when the company expanded from employees in 35 countries to 50+ countries.

Her role at Amgen included developing policies for long term rewards for globally mobile employees, leading the global benefits work stream for acquisitions, divestitures and joint ventures, and administering benefits and a broad based global stock plan.

Before joining Amgen, Janet spent 25 years at The Dow Chemical Company. As Dow’s Global Benefits Director from 2004 to 2008, she was the lead total rewards strategist on twenty corporate transactions. From 2002 to 2004 she was an expatriate in Zurich, Switzerland with responsibility for compensation and benefits for Dow Europe and two global businesses. Earlier in her career, she was an HR, ERISA, M&A and corporate finance attorney.

VanAlsten has a JD from the University of Michigan and a BA in economics from Kalamazoo College. She also studied at the Université de Clermont-Ferrand, France.