



Geneviève Hébert, FSA, FCIA

Senior Director, Total Rewards

UAP

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Geneviève is a Fellow of the Canadian Institute of Actuaries and a Fellow of the Society of Actuaries. She has 25 years of experience in total rewards and has helped various organizations with the transformation of their global offering. Geneviève has been with UAP as senior director of total rewards for five years. During those five years, she has led the redesign of the compensation structure and the addition of a tool promoting career development as well as internal mobility. She has also introduced a well-being program with a strong focus on mental and financial health. The internal mobility tool developed was showcased as the “employers’ innovative project of the year” during the 2022 Rendez-vous Rémunération de l’Ordre des Conseillers en Ressources Humaines. Before joining UAP, Geneviève held similar positions at McGill University and at the Commission de la construction du Québec. She began her career at Mercer as a pension consultant in their Toronto and Montréal offices.