



Tina Sood

**Director, Total Rewards, HR Technology and Payroll
Pacific Blue Cross
Burnaby, British Columbia**

Tina Sood is a senior total rewards and HR technology leader with over 25 years of global experience. As director, total rewards, HR technology and payroll at Pacific Blue Cross, she leads enterprise-wide strategy spanning compensation, benefits, pension, payroll, and HR systems. She specializes in designing strategic, equitable compensation programs that align with business goals, and she has led large-scale HR transformations to modernize total rewards and enhance organizational performance.