



JESSE DORS

Director, Total Rewards

CONTACT

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EDUCATION

- B.Comm, Haskayne School of Business, University of Calgary

AREAS OF EXPERTISE

- Compensation
- Broad base and incentive compensation frameworks for union and non-union employees
- Executive compensation, equity-based programs, and long-term incentive plans
- Job Architecture and Evaluation
- Business Partnership
- Data Analytics and HRIS
- Process and System Optimization
- Pay Equity and Pay Transparency

Jesse Dors is the Director of Total Rewards Consulting at Stratford People & Culture. With more than 12 years of progressive experience specializing in Total Rewards, he has led compensation teams at major Canadian organizations and has a strong track record developing, deploying, and maintaining remuneration programs. Jesse began his career in compensation consulting before transitioning to industry, and has since worked in the telecom, aviation, and public utility sectors.

Jesse's varied expertise in broad-based and executive compensation strategies provides a unique perspective to tackling total rewards challenges. He has a breadth of experience with organizational structure, benefit plans, job architecture, and people analytics. He's recognized for cross-collaborative team building and demonstrating fiscal responsibility while balancing the realities of an ever-competitive attraction and retention landscape.

Jesse's strengths include stakeholder relations, considering the 'big picture', providing insight into labour market dynamics and data, and working with Boards and executive leadership to implement total rewards programs and strategies.