

Aon  
Rewards Solutions  
*Proprietary and Confidential*

# Aon Executive Remuneration Survey

Positions surveyed | November 2020

**AON**  
Empower Results<sup>®</sup>



## Positions surveyed

Position Code	Position Title	Level	Position Family
Aon.EXE.GM010.8	Chief Executive Officer	8	General Management
Aon.EXE.GM020.7	Chief Operating Officer	7	General Management
Aon.EXE.GM040.7	Head of Single Profit Centre	7	General Management
Aon.EXE.GM030.7	Head of Multiple Profit Centres	7	General Management
Aon.EXE.CA010.7	Head of Corporate Affairs	7	Corporate Affairs
Aon.OSS.54467.7	Head of Government/Community Affairs (Ops)	7	Corporate Affairs
Aon.EXE.CS010.7	Head of Customer Support	7	Customer Service
Aon.EXE.FI010.7	Chief Financial Officer	7	Finance
Aon.EXE.30001.7	Chief Investment Officer	7	Finance
Aon.EXE.45001.7	Chief Risk Officer	7	Finance
Aon.EXE.FI010A.7	Chief Financial Officer & Company Secretary	7	Finance
Aon.EXE.HR010.7	Head of Human Resources	7	Human Resources
Aon.EXE.IT010.7	Chief Information Officer / Chief Technology Officer	7	Information Technology
Aon.EXE.DG010.7	General Manager - Digital/Online	7	Information Technology
Aon.EXE.LE010.7	Chief Legal Counsel	7	Legal
Aon.EXE.LE020.7	Company Secretary	7	Legal
Aon.EXE.LE010A.7	General Counsel & Company Secretary	7	Legal
Aon.EXE.MK010.7	Chief Marketing Officer	7	Marketing
Aon.EXE.OP900.7	Head of Single Operations/Technical Discipline (Not Elsewhere Classified)	7	Operations
Aon.EXS.85507.7	General Manager - Property	7	Property
Aon.MRI.61101.7	Head of Research Development	7	Research & Development
Aon.EXE.MK015.7	Sales & Marketing Director	7	Sales

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Aon.EXE.SA010.7	Head of Sales	7	Sales
Aon.RTL.50101.7	Head of Retail Operations	7	Sales
Aon.EXE.ST010.7	Head of Strategy	7	Strategy
Aon.EXE.CO900.7	Head of Single Corporate Function (Not Elsewhere Classified)	7	Corporate - Single Function
Aon.EXE.CO999.7	Head of Multiple Corporate Functions (Not Elsewhere Classified)	7	Corporate - Multiple Functions
Aon.EXP.54335.9	Head of Exploration	7	Exploration
Aon.EXE.CA040.6	Functional Lead - Sustainability/Environment & Community Affairs	6	Corporate Affairs
Aon.CSP.35016.6	Contact Centre General Manager	6	Customer Service
Aon.EXS.85206.6	Customer Support/Service Operations Manager	6	Customer Service
Aon.FIN.30012.6	Financial Controller	6	Finance
Aon.FIN.30018.6	Group Treasurer/Head of Treasury	6	Finance
Aon.LGL.25001.6	Head of Compliance	6	Finance
Aon.EXE.FI030.6	Head of Financial Analysis & Planning	6	Finance
Aon.EXE.FI040.6	Head of Internal Audit	6	Finance
Aon.FIN.30112.6	Head of Tax	6	Finance
Aon.FIN.30015.6	Chief Economist	6	Finance
Aon.FIN.30104.6	Head of Pricing	6	Finance
Aon.RSK.31101.6	Senior Risk Manager	6	Finance
Aon.HRS.50503.6	Functional Lead of Human Resources - Leadership & Organisational Development	6	Human Resources
Aon.HRS.50203.6	Functional Lead of Human Resources - Learning & Development	6	Human Resources
Aon.HRS.50103.6	Functional Lead of Human Resources - Remuneration & Benefits	6	Human Resources
Aon.EXE.HR020.6	Functional Lead of Human Resources - Industrial/Employee Relations	6	Human Resources
Aon.HRS.80001.6	Functional Lead of Human Resources - Diversity & Inclusion	6	Human Resources
Aon.HRS.50003.6	Functional Lead of Human Resources - Generalist	6	Human Resources

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Aon.HRS.50303.6	Functional Lead of Human Resources - Recruitment	6	Human Resources
Aon.EXS.85001.6	General Manager - Applications Services	6	Information Technology
Aon.EXS.85006.6	General Manager - Architectural Services	6	Information Technology
Aon.EXS.85011.6	General Manager - IT Services/Infrastructure	6	Information Technology
Aon.EXE.LE040.6	Head of Litigation	6	Legal
Aon.EXE.LE050.6	Head of Regulatory Affairs	6	Legal
Aon.LGL.25009.6	Senior Legal Counsel	6	Legal
Aon.EXE.LE060.6	Deputy Company Secretary	6	Legal
Aon.MKT.20011.6	Functional Lead of Marketing - Generalist	6	Marketing
Aon.ITS.15009.6	Principal Business Development Manager	6	Marketing
Aon.EXE.MK050.6	Functional Lead - Product Management	6	Marketing
Aon.EXE.MK020.6	Functional Lead of Marketing - Brand	6	Marketing
Aon.EXE.MK030.6	Functional Lead of Marketing - Intelligence/Research	6	Marketing
Aon.EXE.CA030.6	Functional Lead of Marketing - Investor Relations	6	Marketing
Aon.MKT.20211.6	Functional Lead of Marketing - Marketing Communications	6	Marketing
Aon.MKT.20111.6	Functional Lead of Marketing - Segment/Channel Marketing	6	Marketing
Aon.MAN.60001.6	Manufacturing Engineering Manager / Chief Design Engineer	6	Operations
Aon.PRT.90901.6	Manufacturing/Production Manager	6	Operations
Aon.EXE.OP110.6	Functional Lead - Health, Safety & Environment	6	Operations
Aon.EXS.85505.6	Functional Lead Purchasing/Procurement	6	Operations
Aon.LOG.65004.6	Functional Lead - Supply Chain	6	Operations
Aon.LOG.65104.6	Functional Lead Logistics	6	Operations
Aon.RND.55006.6	Head of Section - Research & Development	6	Research & Development
Aon.ITC.45016.6	Head of Data/BI Analytics	6	Research & Development

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Aon.EXE.SA020.6	Functional Lead - Sales Operations & Support	6	Sales
Aon.FIN.30220.6	Functional Lead of Commercial	6	Sales
Aon.EXE.ST020.6	Functional Lead of Strategy - Mergers & Acquisitions	6	Strategy
Aon.EXE.ST030.6	Functional Lead of Strategy - Strategy & Projects	6	Strategy
Aon.PMN.70003.6	Project Director	6	Strategy
Aon.MKT.20099.6	Head of Digital/Online Strategy	6	Strategy
Aon.FIN.30106.6	Corporate Social Responsibility Manager	6	Corporate - Single Function
Aon.EXS.85410.6	Head of Operations & Facilities Management	6	Corporate - Single Function