NASSER M. ALAJMI

NED Profile

Nasser Alajmi is a Saudi executive leader with over 23 years of experience across the public, semi-government, and private sectors, bringing extensive expertise in corporate governance, organizational transformation, human capital strategy, and shared services.

Throughout his career, he has held senior leadership responsibilities encompassing organizational development, corporate functions, and institutional transformation. His experience includes building and restructuring organizations, developing operating models, strengthening governance frameworks, and aligning organizational capabilities with long term strategic objectives.

Since 2015, Nasser has played a key leadership role in the development and transformation of an investment holding group and its corporate functions, contributing to the establishment of integrated organizational structures, operational frameworks, and sustainable institutional capabilities.

He brings significant expertise in **Executive Compensation and Reward Strategy**, including executive remuneration frameworks, compensation structures, performance linked incentives, job evaluation, and succession planning. He has collaborated with leading global consulting firms, including **Korn Ferry**, **Aon**, **and Mercer**, applying international practices to organizational and human capital challenges.

At the governance level, Nasser has served as Chair and Member of Nomination and Remuneration Committees across commercial organizations and non-profit entities. His contributions include strengthening governance practices, executive selection and evaluation, leadership succession, and the alignment of remuneration policies with organizational performance and strategic priorities.

His professional development includes the **Senior Executive Programme** at **London Business School**, executive education from Harvard University, and specialized qualifications in corporate governance, organizational development, job evaluation, and reward management.

Areas of Expertise

- Corporate Governance & Board Committee Effectiveness
- Nomination & Remuneration Committee Leadership
- Executive Compensation & Reward Strategy
- Organizational Transformation & Operating Models
- Executive Succession Planning & Leadership Development
- Human Capital Strategy & Organizational Effectiveness

Nasser combines extensive executive leadership experience with a strong understanding of board-level governance, offering an informed and practical perspective on organizational performance, executive accountability, leadership effectiveness, and sustainable value creation.

Mobile: +966 55 228 8502 | Email: nasser@al-ajmi.me | Website: www.al-ajmi.me | Location: Riyadh | Nationality: Saudi