Landis+Gyr



LANDIS+GYR

Vice President of Global Rewards

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About Landis+Gyr

Landis+Gyr is a Swiss-based energy technology company best known for helping electric, gas, and water utilities measure, manage, and optimize energy usage. At its core, the company provides the technology utilities use to understand how energy is consumed across the grid.

Its portfolio spans smart electricity, gas, and water meters; Advanced Metering Infrastructure that transmits usage data automatically; grid management and analytics software; demand response systems; and electric vehicle charging and grid-edge technologies. These systems deliver near real-time information that helps utilities detect outages, manage peak demand, and improve efficiency for thousands of utility customers across more than 30 countries.

The company has led metering technology for more than a century, becoming a global leader in Advanced Metering Infrastructure in the 2000s and an independent publicly traded company on the Swiss stock exchange in 2017. Sustainability sits at the center of the strategy: its smart-meter base helped avoid roughly 8 million metric tons of CO2 in fiscal 2025, and operations now run on 100 percent renewable electricity.

> *Values: Relentless Customer Commitment, Lead with Integrity, Uncompromising Quality, Purposeful Innovation, and Sustainability at Our Core.*

1896
FOUNDED

30+
COUNTRIES

~8M
TONS CO2 AVOIDED (FY25)

Platinum
ECOVADIS RATING



The Opportunity

Landis+Gyr is at a genuine inflection point, the kind that comes along once in a company's life. After completing the divestiture of its EMEA metering business in early 2026, the company has sharpened its focus on the Americas and APAC, unified those operations under a single global structure, and set its sights on a US IPO within the next 12 to 18 months. What remains is a leaner, more focused organization with strong bones, a clear strategic mandate, and the conviction that its best chapter is ahead.

Central to that strategy is a deliberate evolution from a hardware-centric business model to a software-and-services model. The company is restructuring around two distinct segments and anticipates investment to build a more platform-independent software business over time. It is a transition familiar to anyone who has watched other companies run the same playbook: separating hardware and software to unlock a more compelling valuation story for public markets.

The Vice President of Global Rewards will be the company's most senior compensation executive, reporting directly to the Chief People Officer and working closely with the CEO, the CFO, and the Remuneration Committee of the Board. This is not an execution role. It is a strategy-setting, board-facing, IPO-enabling leadership seat with a clear line of sight to shaping how a newly public global technology company attracts and retains the talent it needs to compete.

The incoming leader will inherit a solid foundation: an existing job architecture, established relationships with Mercer and other advisors, and a small, capable team. What is needed now is someone who can modernize that foundation, develop the executive compensation strategy for the path to a public listing, and serve as a trusted architect of the rewards programs that will define Landis+Gyr's next era as a US-listed company.

> *A strategy-setting, board-facing, IPO-enabling leadership seat: shaping how a newly public global technology company attracts and retains the talent it needs to compete.*



The Role

The Vice President of Global Rewards leads the design and governance of the company's global rewards programs and serves as the primary compensation advisor to executive leadership and the Board.

KEY RESPONSIBILITIES

- Lead the design and governance of global compensation programs, including base salary, short-term incentives, and long-term equity.
- Lead the design and governance of executive compensation programs and serve as primary advisor to the Remuneration Committee of the Board.
- Own executive compensation disclosures and remuneration reporting for a Swiss listed company, ensuring clarity, audit readiness, and alignment with investor and regulatory expectations.
- Build and own the compensation strategy for the planned US IPO, including structuring equity programs, preparing for dual-listing transitions, and aligning pay practices with US public company norms and regulatory requirements.
- Partner with the CEO, CPO, and CFO to develop total rewards strategies that support talent attraction, retention, and the evolution to a globally integrated operating model.
- Drive modernization and ongoing maintenance of the global job architecture; lead benchmarking and market analysis leveraging partnerships with Mercer and other compensation advisors.
- Oversee US benefits programs with responsibility for evolving toward a global benefits strategy as the operating model matures.
- Present compensation recommendations and governance materials to the Remuneration Committee; support the committee chair and General Counsel on all board-facing compensation matters.
- Build, develop, and lead a lean global Total Rewards team; right-size and evolve team capabilities in alignment with post-IPO organizational needs.
- Serve as a key strategic partner to HR Business Partners and segment leadership on compensation decisions, offer structuring, and executive hire negotiations.
- Manage relationships with external compensation consultants, advisors, and survey providers; ensure data-driven decision-making across all rewards programs.

The Ideal Candidate

Landis+Gyr is seeking a Total Rewards leader energized by transformation, someone who sees a company restructuring toward software and services, preparing for a US listing, and unifying its global operations not as complexity to manage but as a canvas to build something lasting. This leader will be equally at home in the boardroom and in the details, energized by ambiguity and motivated by a mission that helps the world use energy more intelligently. The ideal candidate brings:

- A strong track record leading global executive compensation programs, including direct experience with Remuneration (Compensation) Committees or corporate board governance.
- Hands-on experience supporting or leading the compensation function through a US IPO or dual-listing transition, or deep public company executive compensation work at scale that positions the candidate to do so.
- Senior-level credibility with CEOs, CFOs, board members, and remuneration committee chairs; the ability to present with clarity, advise with conviction, and influence without authority.
- Experience at or above the VP level in Total Rewards, or a compelling number two in a larger function who is ready to step into the top seat for the first time.
- Familiarity with Swiss or European compensation governance, dual-listed company pay practices, or cross-border executive comp is a meaningful differentiator given the company's Swiss roots, ongoing Swiss listing, and the remuneration committee relationships this role will inherit, though not a hard requirement for the right candidate.
- A compensation philosophy aligned with pay-for-performance, transparency, and the belief that a thoughtful rewards strategy is a genuine competitive differentiator.
- Strong proficiency with benchmarking and compensation analytics tools, Mercer or equivalent survey data, and job architecture frameworks.
- Bachelor's degree required; advanced degree or CCP/CEP certification a plus.





The Search Team

Applications, nominations, confidential inquiries, and questions concerning this search may be directed to the CarterBaldwin search team.

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