

# Vasilios Skiliaris

## Strategy & People

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Consultant specialising in organisation design, job architecture, and workforce strategy, with several years of global experience advising senior stakeholders in private and public sector organisations across the UK, EMEA, the Americas, and MENA. Combines quantitative analysis with structured problem solving to translate people data into organisational decisions. I have an academic background in Behavioural Economics and Business, with an interest in the behavioural dimensions of decision-making. I possess strong interpersonal skills, a disciplined work ethic, and the ability to deliver clear, thoughtful outcomes under pressure.

## WORK EXPERIENCE

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### RoleMapper

2025 –

#### Present

*Compensation & Job Architecture Consultant (Contract)*

*Remote*

- Engaged as specialist consultant to design, stress-test, and commercialise a proprietary point-factor job evaluation and levelling framework for an HRtech platform, positioning the product against established methodologies (Korn Ferry/Hay, Mercer IPE, WTW Global Grading, Radford/Aon)
- Led the end-to-end redesign (v5 to v6) of the framework architecture: five weighted parent factors, approximately 16 assessed subfactors, and four career tracks (Operational, Individual Contributor, Management, Executive) mapped to a 30-level numeric spine
- Authored all 150+ factor-level descriptors across levels and tracks. Designed the evaluator briefing pack for a 120-role empirical stress test across three organisations (energy, technology, legal), using Krippendorff's alpha as the inter-rater reliability measure
- Produced a comprehensive academic literature review of job evaluation methodology (80 years of research, 25+ sources) and a methodology narrative for sales enablement, both written to expert-to-expert standard
- Mapped framework compliance to EU Pay Transparency Directive (2023/970) Article 4 requirements across the four mandated criteria

### Kanso Design

June

#### 2025 - Present

*Senior Consultant, Organisational Design*

*Cambridge-Remote*

- Kanso Design is a specialist organisational design consultancy working across people, performance, and operating model transformation.
- Diagnose organisational performance and accountability issues using workforce and operating model analysis
- Translate workforce data into recommendations on role design, spans and layers, and structural changes
- Support transformation programmes through the analysis of organisational data to identify role overlap, gaps, and structural inconsistencies and proposed clearer role definitions and career progression logic
- Design and analyse surveys and datasets, focusing on workforce performance gaps and

improvement opportunities.

- Support change and implementation activities including workshops, communications, and transition planning

## **Korn Ferry**

**Sep.**

**2021 - May 2025**

*Consultant, Organizational Strategy and Transformation, UK / Jan. 2023 - May 2025*

*London-Manchester-Dublin*

- Korn Ferry is a NYSE-listed global consulting firm advising many Fortune 500 organisations on leadership, organisation, and talent strategy.
- I worked with several UK and multinational businesses, across various industries and on the whole spectrum of people and strategy. Among others:
  - Delivered job architecture and role structuring workstreams within large-scale organisational transformation programmes across multinational clients (banking, government, industrial and retail sectors)
  - Evaluated roles using Korn Ferry methodology, clarifying scope, accountability, and decision authority to improve internal equity and organisational clarity
  - Led and supported organisational health reviews and organisational design analysis (OrvVue trained practitioner)
  - Produced recommendations to support compensation and workforce decisions, including implications for grading, career progression, and workforce planning
  - Supported change management projects, working mostly on the culture and communications aspect of change management, including managing senior stakeholders and supporting adoption.

*Analyst, Organizational Strategy, ESG & Sustainability Practice / September 2021 - December 2022*

*Global - Remote*

- Supported the growth of a newly established global practice, contributing to strategy, analytics, and research
- Built structured datasets and insight packs to support workforce and organisational decision-making
- Trained in stakeholder engagement, consulting communication, and structured problem solving within a global consulting environment

## **Various, Hospitality**

**2013-2021**

*People & Operations Manager, 2018-2021*

*Athens*

- Managed and developed multi-shift teams in high-pressure environments
- Led recruitment, onboarding, training, and performance management
- Planned staffing and rotas to balance cost, service quality, and demand variability
- Owned day-to-day operational delivery, compliance, and issue resolution

*Other roles, 2013-2018*

- Worked in various positions in the hospitality industry, starting with a part-time barista role and worked my way up.

## **Adam Smith Business School, University of Glasgow**

**June**

**2021- Sep. 2021**

*Researcher, Contract*

- Conducted a research project on international business case competitions in universities.

## Entrepreneurship

2017 - 2022

Founder, Manager, Residential Hospitality

Athens

- Founded a short-term letting management company, overseeing all aspects of property operations. Part of the company was sold and part of it moved to a lower-risk business model.

## EDUCATION

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Adam Smith Business School, University of Glasgow

Sep.

2024 – Nov. 2025

MSc Behavioural Science (Business Track): Distinction

Glasgow

Adam Smith Business School, University of Glasgow

Jan.

2024 – April 2024

MBA Essentials: Pass (Pass or Fail only)

Glasgow

Adam Smith Business School, University of Glasgow

Sep.

2019 – Sep. 2023

BSc Economics and Philosophy: First

Glasgow

## PROJECTS

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University Business Case Competitions Mentor-Judge

2022-

2025

Adam Smith Business School Business Case Competitions

- Mentored student teams on breaking down business cases, structuring analysis, and presenting solutions
- Judged final case presentations, assessing problem understanding, quality of analysis, and feasibility of solutions

Reviewer, Behavioural Economics Guide

Behavioural Science Solutions Ltd

- In the reviewers' team of the BEG, the leading annual publication dedicated to applied behavioural science

## CERTIFICATIONS, SKILLS & INTERESTS

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- **Skills:** Operating Model Design & Transformation, People Analytics & Strategy; Business Analysis & Problem Structuring; Data Modelling & Visualization; Quantitative & Qualitative Research; Stakeholder Engagement; Workshop Facilitation & Executive Presentations; Advanced Statistical Modelling; HR Metrics & Business Results Connection
- **Interests:** Philosophy; Wellbeing; Sustainability; Social Entrepreneurship; Water Sports

### Global fintech leader: International Scaling & Regulated Operating Model Design

#### Context

High-growth digital bank transitioning from a UK-centric scale-up to a regulated international organisation, with expansion into the US and EU and the creation of multiple legal entities.

#### Business Challenge

Rapid growth and international expansion required new leadership, governance, and operating structures that met regulatory requirements while preserving company's mission, culture, and pace of execution.

#### Role

- Analysed leadership responsibilities and decision rights across entities
- Structured role groupings and governance layers to support scalable global operations
- Developed design recommendations defining responsibilities across comparable roles in different regions
- Partnered with senior stakeholders to align expectations around role ownership and authority levels
- Prepared structured documentation used to communicate role expectations and organisational changes

### Global FMCG leader: Re-design of the Group Corporate Communications Function

#### Context

Global FMCG organisation, with a corporate communications function operating at scale (1,000+ employees across 70+ countries).

#### Business Challenge

Highly devolved reporting lines and differing market needs had led to significant variation in structures, roles, and accountabilities across zones and markets. This created financial inefficiencies, hiring friction, and organisational complexity that limited effectiveness at global scale.

#### Role

- Analysed global role structures to identify overlaps, gaps, and inconsistent responsibility levels
- Supported creation of clearer role definitions and structural principles to standardise comparable positions globally
- Worked with leadership to align local roles to global structure while maintaining flexibility for market differences
- Contributed to defining accountability boundaries and interfaces between global and regional roles
- Supported communication of structural changes and implications for teams

# International Marketing Organisation: Platform-Enabled Operating Model & Leadership Reset

## **Context**

International creative marketing organisation operating a platform-style business model, combining shared capabilities with regionally distributed delivery teams.

## **Business Challenge**

A highly regionalised management approach had led to fragmented structures, unclear leadership ownership, diluted brand and product leverage, and low confidence in strategic plans. The organisation needed to reset leadership clarity and operating coherence to restart growth, without undermining creative autonomy.

## **Role**

- Diagnosed gaps and overlaps in leadership responsibilities across central and regional structures
- Supported definition of clearer leadership role expectations and accountability boundaries
- Helped align stakeholders around consistent understanding of ownership and decision authority
- Facilitated discussions on role clarity and structural trade-offs during redesign