



Alia O'Neill

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Alia is an energetic and values-driven HR leader specializing in global compensation, benefits, and total rewards strategy. At Duck Creek Technologies, she helps shape programs that are not only data-informed but people-centered—whether it's building out job architecture, launching pay transparency initiatives, or streamlining global benefits. Alia is passionate about making complex topics approachable and actionable, and she thrives at the intersection of strategy, storytelling, and employee experience. When she's not diving into comp models or mentoring HR talent, you can find her traveling, watching all sports, or enjoying life with her husband and their lively maltipoo, Finn.