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Alicia Scott-Wears is a Total Rewards leader with over 20 years of experience spanning large, global organizations and mid-sized organizations in the technology, automotive, and medical manufacturing sectors. Her expertise includes base and variable compensation, benefits, global mobility, and HR systems—always with a focus on aligning rewards with organizational performance and employee experience. As the director of Total Rewards content strategy at WorldatWork, Alicia leads strategic content development and partnerships that shape the future of rewards through education, research, and thought leadership. Bringing a passion for learning and leadership, she champions a pragmatic focus that bridges technical depth with strategic insight to elevate both organizational impact and professional development in the Total Rewards field.