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Nirmeen Gandhi is a senior international benefits consultant of the multinational benefits and human resources practice within Gallagher's global workforce strategy and consulting division. She has over 15 years of experience within the HR consulting industry, including over ten years of experience in global benefits consulting. Nirmeen supports global clients with their global programs as well as their local country benefits. These services include supporting local benefits benchmarking, renewal management, compliance reviews and multinational pooling management as well as activities relating to mergers and acquisitions. She ensures that all services and advice provided support the delivery of the Gallagher Better WorksSM approach globally. Prior to joining Gallagher, Nirmeen worked at a large HR consulting firm, first as an actuarial associate in their Retirement Service Center, and more recently as a global benefits and actuarial consultant. She is also an Associate of the Society of Actuaries (ASA) and holds her life and health insurance license. Additionally, Nirmeen is fluent in both English and French. She holds a bachelor of science degree with a specialization in actuarial mathematics from Concordia University in Montréal.