



## **EC Analyst, Guangzhou Office Executive and Compensation Consulting Services**

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### **Towers Watson China**

Towers Watson is a leading global professional services company that helps organisations improve performance through effective people, financial and risk management. With 14,000 associates around the world, we offer solutions in the areas of employee benefit programs, talent and reward programs, and risk and capital management.

At Towers Watson, our experience tells us that organizations need effective talent and rewards programs, processes and technology to deliver results. And that requires a talent and rewards strategy that aligns with business strategy. Our global Executive Compensation expertise and experience can help organization make sound decisions about how and how much to pay senior executives.

As an Analyst, you will work beside some of the industry's top consultants while you develop cutting edge technical knowledge and skills.

You will have immediate exposure to real client assignments which will draw on your imagination and creativity as well as your ability to analyze data, draw conclusions and present results. These experiences will help build your technical knowledge and overall industry expertise while you benefit from more structured learning interventions that are tailored to the business area you join.

Catch this opportunity to be part of a success story of a winning team!

### **Performance Objectives:**

#### **Clients**

- Partner with consultants and clients to design Executive Compensation strategies to attract, reward and retain talent
- Help our clients ensure that their reward programs are competitive by performing competitive benchmarking analyses
- Perform industry and financial research related to Executive Compensation strategy and design
- Develop pay structures and incentive designs that help support companies' business strategies
- Value equity awards through the application of financial formulas
- Participate in the design of custom Executive Compensation surveys
- Increase efficiency within client teams by identifying ways to improve processes

#### **Financial**

- Meet chargeable hours targets
- Contribute to sales and marketing efforts by supplying information for proposals

#### **Excellence**

- Develop technical knowledge and skills in the area of Executive Compensation
- Eye for details, analytical, meticulous, insightful with a structured thought process

- Deliver on projects to meet or exceed client expectations

### **People**

- Build relationships internally and collaborate effectively on cross-functional teams
- Collaborate with others by conveying ideas, issues and information in a fluent and logical manner and providing constructive peer feedback
- Demonstrate natural ease and effectiveness when dealing with clients/colleagues at all levels

### **Requirements**

- Bachelor degree or above in Economics, Finance, HR, Mathematics, Statistics or any other major with significant quantitative course work, and a strong academic record, Master degree preferred
- 1 years around experiences preferred
- A problem solver; able to identify and solve challenging problems
- Analytical; able to draw conclusions from data in a logical, systematic way
- Conceptual; ability to go beyond the details and see the big picture
- Results-driven; focused on achieving results that promote business success
- Organized; able to work and think in a methodical and orderly way
- Committed to quality; continuously works to achieve the highest quality standards on works and able to meet tight deadlines
- Team player; Ability to work independently as well as in a team
- Well developed analytical, quantitative, interpersonal, communication and presentation skills
- Good knowledge of Microsoft Word, Excel and PowerPoint is essential

### **Recruitment Openings BJ Positions**

Job ID <7117>      EC Analyst, Guangzhou Office - Executive Compensation Consulting Services

### **Online Application**

<http://www.towerswatson.com/careers/search/university/>

### **Application Process**

- Step 1    Click on the link above to start the online application.
- Step 2    Go to Search by Job ID, fill in Job ID and click on button ‘Search’.
- Step 3    Click on the job you wish to apply for.
- Step 4    Carefully read the Job Description and if you like what you see, click on button ‘Apply Now’ and start your application.

Any enquiries, please feel free to contact

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