



Benefits Analyst, Beijing Office Benefits and Actuarial Consulting Services

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.

Towers Watson benefit consultants have deep experience working with organisations of all types and sizes. We've worked closely with clients to develop some of the most advanced benefit design techniques currently in use. We combine expertise in benefits and investment consulting to support organisations worldwide in designing, managing, administering and communicating all types of benefits plans.

To capture the growth opportunities in China, in particular the tremendous potential in the employee benefits market, we are looking for Benefits Analysts to be based in our Beijing Office.

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

Responsibilities:

The Benefits Analyst positions offer great opportunity for professional development and competency growth.

As contributing member of our consulting team, you will be actively involved in a variety of benefits and other HR related consulting projects which include, but not limited to the following:

- Conduct market competitiveness benchmarking study, help clients identify areas for improvements and estimate the associated financial impacts
- Design and analyze retirement and other wealth accumulation programs, e.g. Enterprise Annuity, Savings Plan, Retention Plan, etc.
- Design and analyze employee group medical and life insurance plans, and help clients select appropriate commercial insurance company
- Design and implement FLEX and other leading-edge benefit programs
- Project accounting and budget impacts of long-term employee benefits to help clients make strategic decisions on future benefit restructure.
- Conduct financial and compliance due diligence and other M&A related consulting services
- Facilitate and support necessary communications to the employees of clients
- Other ad-hoc consulting projects

Full study support will be provided for sitting actuarial examinations (SOA, IOA, FOA or IOAA).

Qualifications:

You are expected to have:

- Bachelor's degree in Actuarial, Mathematics, Statistics, Accounting, Economics & Finance, HR, or Management related fields, Master's degree preferred
- Previous working or long-term internship experiences **STRONGLY** preferred
- Previous exams record **HIGHLY** preferred
- Able to work independently and contribute effectively as a team-player
- Strong analytical skills and attention to details
- Committed to long-term development with flexibility to handle multiple tasks and tight timelines

- Strong computer and desktop research skills using business related applications, e.g. MS-Office (Word, Excel, PowerPoint), etc
- Outstanding oral and written communication skills
- Outstanding bilingual capabilities in Chinese and English

CV and Any enquiries, please feel free to contact

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