

MERCER

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CONSULTING, OUTSOURCING, INVESTMENTS

Executive Compensation Consultant, Human Capital

Mercer's Human Capital business helps organizations globally make and implement the right choices regarding their investments in people in the areas of human capital strategy, talent management, rewards, and human capital operations and technology solutions. To help clients drive value through people and produce measurable business results, we use powerful analytics and tools to: diagnose problems, evaluate alternatives, predict outcomes, and make fact-based decisions. By effectively managing their portfolios of human capital investments for optimum results, our clients gain a unique source of competitive advantage.

In the Rewards area, Mercer provides advice and support to clients in a variety of areas including: rewards strategy, competitive practices, program design, implementation, and the management and governance of programs.

We are recruiting for an Executive Compensation Consultant to work as a member of our consulting team to help companies design and implement compensation programs for executives and employees that are market competitive, linked with key performance objectives and results, and aligned with stakeholders' interests. The successful candidate will contribute in the following areas:

- **Client Delivery:** Work as a member of the consulting team to support the establishment and maintenance of strong relationships with clients. Help clients to address their strategic rewards issues by assisting in the diagnosis of client issues, preparing project plans and timelines, overseeing technical analyses, developing conclusions from technical analyses, writing and reviewing reports and presentations, and assisting in the presentation of findings to various client audiences including executive teams, HR professionals, and boards of directors.
- **Business Development:** Support senior members of the team to build and enhance relationships with new and existing clients. Participate in discussions with prospects, the development and preparation of proposal submissions, and presentations and meetings to discuss Mercer's service offering.
- **Intellectual Capital Development:** Support the consulting team in conducting various research initiatives and contributing to the development of presentation materials, articles, and other publications to expand and develop a Mercer "point of view" on topical and emerging rewards and human capital issues. Maintain current knowledge of legislative and/or regulatory developments in the area of executive compensation.

Qualifications:

- Bachelor's degree in a related discipline with significant course work in finance, statistics, mathematics, HR, or accounting. MBA or master's level degree preferred.
- CFA, CA, or equivalent designation would be a strong asset.
- Five or more years of related experience in compensation, finance, consulting, or human resources.

- Strong analytical skills, both quantitative and qualitative, attention to detail, and a strong background in Excel.
- Exceptional communication, interpersonal, problem solving, organizational, and critical thinking skills.
- Ability to work independently and in teams on multiple projects.
- Ability to juggle simultaneous priorities and demands.
- Flexibility, adaptability, and the ability to work under tight timelines and changing client needs.

Contact Information:

To apply on line and for more information on employment opportunities at Mercer, please visit www.mercer.com

Job number ALB0000F.