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CONSULTING, OUTSOURCING, INVESTMENTS

Human Capital Analyst

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.

The Human Capital Analyst is responsible for providing quantitative and qualitative analytical support and research to senior consultants or project managers, and acting as a project team member responsible for data modeling and market analysis/benchmarking of client data under direct supervision. To fulfill this role, the Human Capital Analyst will:

- With direction from Senior Consultants or Project Managers, analyze clients' financial and compensation data versus market utilizing Excel modeling skills;
- Work directly with market pricing analyst to ensure market data are reasonable and client specifications are met, and, as needed, revisions are completed; Creates exhibits to compare market compensation data to client compensation data;
- Apply computer and research skills to understand financial performance, talent management trends, and pay practices and policies for a particular client and within the broader marketplace;
- Use Research Insight and public filings to gather financial data;
- Develop peer groups - lists of organizations against which the client organization is compared (e.g., based on revenue, brand, industry, etc.) and/or are the client's direct competitors;
- Use Mercer's proprietary tools and public filings to gather pay practices and policies. May also research other sources to solicit industry knowledge, company news, competitor reports on industry trends, etc;

- Assist in writing and structuring client presentations/reports by using Excel data to create summary exhibits in PowerPoint presentations and to draft initial conclusions for review by senior consultants or project managers on the project;
- Work closely with senior consultants or project managers on the project to determine the exhibits to be included in the final client presentations which typically involves a high level of customization;
- Commensurate with experience, serves as a day-to-day client contact for project areas including data requests and data management;

Qualifications:

- Bachelor's degree required, preferably in finance, economics, statistics, mathematics, human resources (HR), accounting or other related coursework;
- Experience in data analysis, data modeling and presentation design;
- Strong analytical skills, both quantitative and qualitative, and a strong background in Excel;
- Excellent organizational, interpersonal, verbal and written communication skills;
- Intellectual curiosity, seeking opportunities to develop new skills;
- Flexibility, adaptability and the ability to work under tight deadlines or changing client needs;
- Superior organizational skills and strong attention to detail;
- Minimum GPA of 3.0/4.0 preferred;
- Business, finance, accounting, HR and/or economics internship experience preferred;

Contact Information:

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Job number CAL000CR.