Willis Towers Watson I·I'I'I·I

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 40,000 employees serving more than 140 countries.
We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas — the dynamic formula that drives business performance. Together, we unlock potential.

In our Talent & Rewards segment, we help clients align their talent and rewards strategy with their business strategy. We rely on data, analytics and experience to pinpoint the talent and workforce needs that are vital to their overall performance.

We are a locally organized team in Switzerland. As such, we provide advice to the largest (listed) companies in Switzerland and other multinational companies with headquarters in Switzerland.

To support the growth of this innovative team, we are looking for an

Analyst (m/f) Rewards

The Role

For our Rewards Line of Business, we are looking to hire an all-round Analyst in Switzerland with a focus on Executive Compensation. Our practice is an international team of young and enthusiastic people, who work together intensively within a discipline that is increasingly receiving attention. Within the different teams (Executive Compensation, Global Data Services and Rewards), you will immediately share responsibility for delivering high-quality services and deliverables to our clients and will be awarded excellent opportunities to develop yourself. We will of course actively stimulate you to do so.

You will be based in our Zurich office, but are also expected to travel to client offices as required.

Once you are on board, we will invest in you to ensure that you are quickly at a level where you are independent and can manage your own projects and clients. Your growth path will depend on your ambition and your ability to pick things up quickly. You will learn from colleagues who are recognized industry thought leaders and who will provide regular coaching and feedback to you. In addition, you will participate in a mix of formal classroom trainings in one of our offices across Europe and web-based learning.

Tasks and Responsibilities:

- Collaborate and contribute to the development, design and implementation of executive compensation programs that include total rewards strategy, competitive benchmarking, annual and long-term incentive plan design, overall competitive pay analysis and executive pay-for-performance alignment
- Support in the development of diverse compensation structures, competitive base pay and incentive approaches below Executive level that provide seamless delivery of global solutions for our clients
- Manage large-scale data, conduct quantitative analyses, prepare reports and deliverables and contribute to clients' success through the quality of your work results
- Demonstrate natural ease and effectiveness when dealing with clients/colleagues at all levels
- Participate in client meetings, serve as a contact to clients on delivery of services and answer questions applying your technical expertise
- Constantly built and deepen your technical knowledge and skills in the area of Executive Compensation and the broader Rewards field
- Contribute to the development of new tools and approaches, be innovative, proactive and efficient
- Actively participate in one of our industry groups and built/further develop industry expertise

- Draft statements of work, project plans and budgets involving multiple workflow streams
- Build relationships internally and collaborate effectively on cross-functional teams to maximize ways to help our clients

The Requirements

- Graduate in (Business) Economics, Business Administration (preferably Finance or Strategy), Econometrics, Social Science or any other major with significant quantitative course work;
- Basic financial acumen and strong interest for the HR field and reward matters in particular;
- A problem solver; able to identify and solve challenging problems;
- Analytical; able to draw conclusions from data in a logical, systematic way;
- Pro-active and accountable with good interpersonal skills (team player);
- Eye for detail and able to work and think in a methodical and orderly way;
- Excellent Excel and PowerPoint skills and knowledge of statistics;
- Undertaken extracurricular activities in order to develop yourself;
- Fluency in German and English, preferably also in French.

The Offer

At Towers Watson you will discover a diverse, team-oriented and flexible working environment with colleagues that take pleasure in providing value-adding advice to clients. We offer a competitive salarybenefit package, a bonus scheme, support for further education (e.g. Swiss pension expert certification) and an interesting career within the leading global advisory, broking and solutions company.

For more information please visit our website on www.willistowerswatson.com.

Please e-mail your complete application (CV, Diplomas, Reference Letters if available) to recruiting.switzerland@willistowerswatson.com and include "31682 Analyst Rewards" in the subject heading or apply directly at our homepage under the Job ID 31682.
For further details please call Ivan Kutle at +49 69–1505 5256.

Willis Towers Watson is an equal opportunities employer.

To be considered for this role, applicants must be either Swiss citizens, EU or EFTA nationals or have the legal right to live and work in Switzerland.