Job Category: Human Resources and Human Resources Consulting
Line of Service: Advisory
State & City: GA-Atlanta|IL-Chicago|NY-New York|TX-Houston|VA-McLean
Travel Requirements: 61-80%
Position Type: Associate
Req ID: 101014BR

PwC/LOS Overview
PwC is a network of firms committed to delivering quality in assurance, tax and advisory services. We help resolve complex issues for our clients and identify opportunities. Learn more about us at www.pwc.com/us.

At PwC, we develop leaders at all levels. The distinctive leadership framework we call the PwC Professional (http://pwc.to/pwcpro) provides our people with a road map to grow their skills and build their careers. Our approach to ongoing development shapes employees into leaders, no matter the role or job title.

Are you ready to build a career in a rapidly changing world? Developing as a PwC Professional means that you will be ready

- to create and capture opportunities to advance your career and fulfill your potential. To learn more, visit us at www.pwc.com/careers.

PwC Advisory helps our clients with their most challenging imperatives from strategy through execution. We combine the

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breadth of knowledge of over 48,000 global professionals with deep industry knowledge to deliver custom solutions for our clients. We work with the world’s largest and most complex companies and understand the unique business issues and opportunities our clients face.

Job Description
Our clients are focused on improving business performance, responding quickly and effectively to crisis situations, and extracting value from transactions. Our growing Industrial Products and Services industry team provides strategy, management, technology and risk consulting services to help a diverse set of clients around the world anticipate and address their most complex business challenges. This industry vertical team includes clients within the Industrial Products and Energy, Utilities & Mining sectors.

Our People and Organization consultants help clients effectively execute their business strategies through their people and maximize return on human capital. We do this by helping to transform their HR function, including their HR policies, operations and dashboards, and increasing their workforce capability. We also drive both transformational and event driven changes by focusing on organization design, leadership, culture, change management, communications and training.

Position/Program Requirements
Minimum Year(s) of Experience: 1
Minimum Degree Required: Bachelor’s degree in Organizational Development, Human Resource Management or Business Administration
Degree Preferred: Master’s degree in Business Administration,
Industrial Products & Services People and Organization Associate

Organizational Development or Human Resource Management Certification(s) Preferred: Professional Human Resources (PHR)

Knowledge Preferred:
Demonstrates some proven knowledge assisting in the design and delivery of complex human capital change management programs, including some knowledge of people-related competencies and academic background such as psychology, human factors, applied cognition:

- Assessment of change readiness, leadership alignment, and organizational impact
- Change vision and strategy
- Organizational design
- Training strategies, and curricula and course development
- Cultural transformation plans
- Stakeholder management and communications to obtain awareness, understanding, buy-in, and support

Skills Preferred:
Demonstrates some proven abilities with identifying and addressing client needs and delivering quality results in a collaborative and fast-paced environment, including leveraging MS Project, Visio, PowerPoint, Excel, Word to accomplish the following:

- Developing an understanding of PwC's services, interacting with client counterparts in an organized and knowledgeable manner, and building solid relationships with clients
- Collecting and organizing data effectively and performing basic analysis, such as benchmarking reports, and financial,

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market, and operational analyses

- Structuring approaches to solving discrete problems, delivering clear requests for information, and demonstrating flexibility in prioritizing and completing tasks
- Conveying ideas clearly in an oral and written manner, both one-on-one and in small groups
- Applying research and analytical skills to support thought leadership and intellectual property development.

Demonstrates a proven track record of some success as a team member:

- Contributing to a positive work environment by building solid relationships with colleagues
- Understanding individual and team roles
- Seeking guidance, clarification, and feedback when necessary