

Associate - Consulting - Workforce Transformation (Talent Pool)

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Company: PwC

Location: Jakarta

Category: other-general

Description

& Summary A career within People and Organisation services, will provide you with the opportunity to help our clients reset their talent strategies and deliver extraordinary business results through their people. We focus on evaluating and managing their unique challenges so our clients can maximise their return on the overall investment in human capital. You'll gain a tremendous depth of expertise in all aspects of human capital, including creating sustainable value through people culture and change, designing compensation and retirement strategies, and improving human capital operations.

Working within a high performing team and collaborating closely with other parts of PwC, you will be responsible for adding value to your client portfolio through the delivery of People & Organisation projects in the field of HR Transformation, Change Management, Leadership, Culture, Organisation Design, Workforce Transformation and People Analytics.

1. Client Support

Assist in client engagement by providing support in gathering requirements, conducting research, and analyzing data related to workforce transformation projects.

Collaborate with team members to understand client needs, challenges, and objectives

2. Data Analysis and Reporting

Conduct data analysis to identify trends, patterns, and insights related to workforce demographics, skills, and capabilities

assist in preparing reports, presentations, and visualizations to communicate findings and

recommendations to clients and internal stakeholders

3. Project Coordination

Support project management activities including scheduling meetings, tracking deliverables, and managing project documentation

Assist in coordinating with cross-functional teams to ensure project milestones are met and deliverables are of high quality

4. Research and benchmarking:

Conduct research on industry trends, best practices, and benchmarks related to workforce transformation, talent management, and organizational design.

Compile findings into summaries and insights to inform client recommendations and project strategies

5. Change Management assistant

Support change management initiatives by assisting in the development of communication plans, training materials, and stakeholders engagement strategies

Participate in workshops, focus groups, and training sessions to promote awareness and adoption of workforce transformation initiatives

About You

Bachelor's degree in Business Administration, human resources, organizational psychology, industrial engineering, or a related field. Advance degree or relevant certifications are a plus.

1 - 3 years of professional experience in Consulting, human resources, organizational development, or a related field. Fresh graduates are welcome to apply.

Demonstrated experience in data analytics, project coordination, building presentation deck, and client engagement is preferred.

Strong analytical abilities with the capability to interpret data, identify trends, and derive actionable insights.

Proficiency in Excel, data visualization tools, and statistical analysis techniques is added value.

Communication skills: excellent communication (verbal and written) and presentation skills to effectively convey ideas, influence stakeholders and build strong client relationships.

Collaboration and participation within a highly diverse and inclusive team

Strong problem solving skills with the capacity to navigate complex challenges and develop creative solutions.

Client-centric mindset with a passion for understanding client needs, delivering values, and building long-term relationships.

Familiarity with HR technology platforms, workforce management systems, and digital tools used in talent acquisition, management, and analytics

Basic understanding of change management principles and methodologies, with an interest in supporting organizational change initiatives

To really stand out and make us fit for the future in a constantly changing world, each and every one of us at PwC needs to be a purpose-led and values-driven leader at every level. To help us achieve this we have the PwC Professional; our global leadership development framework. It gives us a single set of expectations across our lines, geographies and career paths, and provides transparency on the skills we need as individuals to be successful and progress in our careers, now and in the future.

As an Associate, you'll work as part of a team of problem solvers, helping to solve complex business issues from strategy to execution. PwC Professional skills and responsibilities for this management level include but are not limited to:

Invite and give in the moment feedback in a constructive manner.

Share and collaborate effectively with others.

Identify and make suggestions for improvements when problems and/or opportunities arise.

Handle, manipulate and analyse data and information responsibly.

Follow risk management and compliance procedures.

Keep up-to-date with developments in area of specialism.

Communicate confidently in a clear, concise and articulate manner - verbally and in the

materials I produce.

Build and maintain an internal and external network.

Seek opportunities to learn about how PwC works as a global network of firms.

Uphold the firm's code of ethics and business conduct.

Education

Degrees/Field of Study required:Degrees/Field of Study preferred:

Certifications

Required Skills

Business, Change Management, Communication, Data Analytics, Deliverables Management, Human Resources (HR), Microsoft PowerPoint, Organizational Development (OD), People Management, Project Management, Taking Initiative, Teamwork

Optional Skills

Desired Languages

Travel Requirements

0%

Available for Work Visa Sponsorship?

No

Government Clearance Required?

Yes

Job Posting End Date

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