

# **EY Romania**

## **Senior Consultant – Workforce Advisory - PAS**

### **Ideal candidate**

#### **Education and Experience**

- Degree holder in relevant discipline; post-graduate qualification in relevant discipline is an advantage (e.g. Economics, Human Resources Management, Business Management)
- 5+ years experience in HR generalist area within a large, complex, multinational organisation, HR consulting or professional advisory services
- Hands on experience in the following areas:
  - a. Performance management
  - b. Compensation and benefits: compensation policies, bonus systems, compensation surveys
  - c. HR processes & procedures: design/ improvement/ documentation
  - d. Change management & communication
- Experience in working in a project based environment
- Stakeholder management skills, good business sense
- Flair for presentations, documentation and research
- Very good communication skills, team player and willingness to work in challenging environments
- Drive for client service excellence
- Excellent communication skills in English

### **Job description**

**We are looking for energetic, right-caliber candidates to join our fast growing Workforce Advisory team.**

#### **Purpose of Position**

Responsible for delivering multiple workforce advisory engagements (e.g. performance, reward and talent management, organizational and HR function effectiveness, change management and communication) for external clients and for supporting the development of EY practice in Romania.

#### **Main responsibilities include:**

- Contribution to the ongoing development of the workforce advisory practice by developing robust and lasting relationships with clients, generating ideas to expand current offerings and supporting the business development process (e.g. project bidding, proposal preparation);

- Working with clients to understand their business, provide practical implementable solutions; support and ownership for the implementation of specific recommendations;
- Team administration/management, including development of detailed work plans, oversight of projects status and budget. Prioritization and oversight of specific activities to meet deadlines and quality standards;
- Coaching of junior team members and advice to individuals who may be at the same level.

► Please send us your CV to [eycareers@ro.ey.com](mailto:eycareers@ro.ey.com) and fill in the name of the job in the subject of your mail.

### Company description

In Romania, EY has been a leader on the professional services market since its set up in 1992 and our over 700 team members in Romania and Moldova provide seamless assurance, tax, transactions, and advisory services to clients ranging from multinationals to local companies. Our offices are based in Bucharest, Cluj-Napoca, Timisoara, Iasi and Chisinau.

### As the business world changes, can you keep the pace?

Joining EY places you on the cutting edge of business trends. From the very start of your career, you'll see first-hand how they shape our world.

At EY we have a privileged perspective on business. We not only operate in over 150 countries, we also have insights into many of the world's largest organizations and governments. This allows us to make predictions on trends which shape our future and change tomorrow in the process.

Our network is the most integrated at global level and its vast resources allow us to help our clients benefit from every opportunity.

We've been voted in 2014 and 2016 second **most attractive employer globally** after Google and No 1 Professional Services Employer in the world by students, graduates and young professionals. We are more than everywhere in the world, so you can be sure that there will be an expert somewhere who is more than willing to help you out and to answer every question you have. Speaking of which, we have the most globally integrated knowledge system, which brought to us the Global Most Admired Knowledge Enterprise (MAKE) award for 17 years in a row.

E-mail: [eycareers@ro.ey.com](mailto:eycareers@ro.ey.com) Web: <http://eyromania.ro/cariere/>

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