

Senior Consultant (HR Consulting Projects for Europe & UK)

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Company: Marsh McLennan Companies

Location: Poland

Category: business-and-financial-operations

Description:

Mercer is seeking candidates for the following position based in the Warsaw office:

Senior Consultant (HR Consulting Projects for Europe & UK)

What can you expect?

European Consulting Hubs is a team of consultants that works with clients across Europe and beyond. We specialize in providing best-in-class organization and people consulting services and advise our clients on a wide range of issues that directly impact their business.

As a Senior Consultant, you will play a crucial role in leading and delivering projects, while providing exceptional organization and people consulting services to our clients. Your expertise will be highly valued as you lead complex HR consulting projects and offer strategic recommendations to address a wide range of client issues.

Your role in the projects we deliver to our clients:

Lead the way into Job Architecture & Position Evaluation

help our clients develop innovative job architecture through co-facilitating workshops and design sessions

conduct interviews with Top Executives and Senior Management to understand their organization's challenges and philosophy

prepare and co-presenting project outcomes to HR leadership and Country Heads and provide recommendations, change management & implementation plans

Pioneering Gender Pay Gap

lead gender pay gap and equal pay projects in line with local laws to help companies be

compliant with the regulations

pioneer pilot projects according to the EU Directive and guide the companies through the pay transparency journey

present the findings and highlighting risk areas to drive broader DEI conversations with HR leadership and Senior Management

Transforming Talent Management & People Strategy

conduct diagnosis of current and target models (as is & to be state)

research best market practices to create solid recommendations and solutions

co-facilitate client workshops to develop strategies to attract, develop and retain talents within an organization,

What is in it for you?

Development opportunities and possibility to work on **key projects and top global client portfolios** (NYSE/Nasdaq companies, Fortune)

Supportive environment: you will be given the opportunity to develop as a **project manager** or as a **subject matter expert**

Flexible working hours and a 'flexible hybrid' model (we're also open for other, individual needs if you're not from Warsaw - however, **you need to be based in Poland**)

Attractive benefits package (including private health care, prepaid restaurant or shopping card topped up every month, prepaid sports & culture card or a Multisport card, language course co-financing, unlimited access to online learning platform, retirement plan)

Multinational and multilingual community with inclusive atmosphere – our **primary working language is English**

Comfortable office in Warsaw city center for those who prefer working from the office (Al. Jerozolimskie 98)

Opportunity to join a growing team in expanding business area

Competitive salary

We will count on you to:

Demonstrate a commercial mindset: Build strong relationships with clients, gaining their trust

and providing expert guidance and recommendations.

Manage multiple projects: Demonstrate your exceptional project management skills by efficiently managing multiple projects simultaneously.

Conduct analysis and presentations : Utilize your analytical skills to conduct thorough analysis and create compelling presentations. Your expertise in the HR space will enable you to develop innovative solutions and offer a unique perspective.

Focus on client retention : Nurture existing accounts by proactively maintaining day-to-day client relationships, ensuring their satisfaction, and addressing any concerns or challenges that may arise.

Thrive in a team-based environment. Collaborate effectively with colleagues, fostering a culture of teamwork, accountability, and mutual support. While you'll work predominantly independently, you'll actively contribute to the success of the team.

What you need to have:

Higher education: Degree level or equivalent.

5+ years of experience preferably in Compensation and Benefits, HR consulting, Analytics and/ or data mining.

Consultative client-facing experience: Ability to work directly with clients, building strong relationships.

Excellent command of English: Strong verbal and written communication skills.

Advanced proficiency in MS Office programs Particularly Excel, with the ability to manipulate and present data accurately and efficiently.

Strong interpersonal skills: Ability to interact across all levels of the organization.

Effective time management: Ability to manage multiple & changing priorities, meet deadlines, and deliver consistently high-quality work.

Attention to detail and accuracy : Essential for both numerical and written work.

What makes you stand out:

Experience with HR consulting: Direct experience working with clients, providing HR consulting services.

Knowledge of Agile project management methodology

Additional European language: Fluency in a second foreign language from the list: French, German, Spanish, Italian, or Portuguese.

If you would like to apply for this position, please send in your application in **English**.

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