

Exciting career opportunity

#Thrive with us and #Come as you are



People & Change - Senior Manager

KPMG is a global network of professional services firms providing Audit, Tax and Advisory services. Our purpose is to inspire confidence and empower change. We have a notable Africa Footprint serving clients across the continent. Our East Africa practice comprises Kenya, Uganda, Tanzania, Rwanda and Ethiopia.

The Nairobi office serves as the regional coordinating office providing the required networking to facilitate delivery of services on a timely basis to meet and exceed our clients' expectations.

Position Summary

KPMG People & Change wish to recruit a Senior Manager to analyze clients' needs, develop strategies, and lead a team to deliver tailored HR solutions, ensuring compliance to KPMG policies and professional Standards.

Key roles and responsibilities

The Senior Manager will have the following responsibilities:

- Plan and manage client engagement risk and project budget.
- Manages engagements or projects to consistently achieve specific revenue and profit objectives and deliver designated engagement deliverables.
- Provide technical knowledge, direction and training to the engagement team to produce quality deliverables.
- Develop and maintain relationships with stakeholders/ clients.
- Contribute to proposal development efforts by driving market initiatives through involvement with relevant markets team.
- Generate revenue as per the allocated target to meet the team budget
- Support the development of strong delivery teams.
- Involvement in community and office initiatives.
- Build industry knowledge through involvement in events, articles and thought leadership.
- Ensure compliance to policies, standards and procedures.
- Ensure delivery teams are appropriately supervised, coached and supported to ensure no write offs.
- Leverage on client relationship and work with team members to ensure collections are done in line with agreed timelines.
- Any other duties and responsibilities as may be assigned from time to time.

Academic/Professional qualifications and Experience:

- Must have a Master's degree in Accounting, Business, Human Resources Management, or related relevant degree course
- Membership of a relevant professional bodies such as CIPD, IHRM.
- Must have a **minimum** 10 years of experience in human resource consulting.
- Experience in managing HR engagements within East Africa.

Technical competencies and Personal attributes:

- Strong consulting skills. Be able to effectively support all aspects of engagement delivery, end-to-end, with minimal supervision and high accountability.
- Strong analytical & problem-solving skills, with the ability to proactively engage and consult with others across all levels.
- Must demonstrate strategic insights on client management and engagements.
- Must have hands on experience on financial budgeting, planning and managing strong networks with high standards of integrity.
- Ability to organize and prioritize workload to meet deadlines.
- Strong business writing, report writing, presentation and research skills.
- A high aptitude for learning new approaches and innovation.
- Proven experience in formulating business strategy and growth.
- Experience as a keynote speaker in business conferences, pitching, writing and publishing thought leadership articles.
- Diligent and committed to excellence.
- Excellent coordination and planning skills.
- Resilience and Tenacity: must be able to always sustain motivation and commitment and can contain and absorb stressful moments and issues.
- Willingness to travel within and outside the region on a need basis.

We offer:

- An exciting opportunity to work with a Big 4 firm on cutting edge clients across Africa.
- Continuous learning and development.
- Exposure to multi-disciplinary client service teams.
- Unrivalled space to grow and be innovative.

If your career aspirations match this exciting opportunity, please use the link below to apply:

[People & Change Senior Manager – Candidate's Summary](#). Filling the link is mandatory for consideration alongside your application to talentrecruit@kpmg.co.ke quoting 'People & Change – Senior Manager' by 24 June 2024.

Please note that only shortlisted candidates will be contacted.