

# Exciting career opportunity

#Thrive with us and #Come as you are



## People & Change - 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 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 Manager will have the following responsibilities:

- Manages engagements or projects to consistently achieve specific revenue and profit objectives and deliver designated engagement deliverables.
- Maintain a progress tracker of engagement milestones, tasks and deliverables.
- Plan and manage client engagement risk and project budget.
- Identify and escalate key client challenges to assess best possible intervention.
- 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.
- Manage client relationships through cross selling by knowing and sharing valuable client information.
- Provide timely and objective feedback to teams on task performance.
- 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.
- Any other duties and responsibilities as may be assigned from time to time.

### Academic/Professional qualifications and Experience:

- Master's degree in Human Resources
- Bachelor's degree qualification in humanities or any other related field.
- Membership of a relevant professional bodies such as CIPD, IHRM.
- Minimum 8 years of experience in human resource consulting.

- Experience in managing HR engagements, e .g., organization structure review, workload analysis, change management etc.. In 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.
- Good communication skills (written and verbal).
- Ability to organize and prioritize workload to meet deadlines.
- Strong business writing, report writing, presentation and research skills.
- A high standard of integrity.
- A high aptitude for learning new approaches and innovation.
- Self-driven and results-oriented.
- Team player with good people management, work organization and coordination skills.
- Networking & stakeholder management skills.
- Training/ facilitation skills.
- 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 Manager – Candidate's Summary](#). Filling the link is mandatory for consideration alongside your application to [talentrecruit@kpmg.co.ke](mailto:talentrecruit@kpmg.co.ke) quoting 'P&C - Manager' by 02 June 2024.

Please note that only shortlisted candidates will be contacted.