



Exciting career opportunity



#Thrive with us and #Come as you are

Manager – People & Change

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, and Rwanda.

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

Manage Engagements.

- Manages engagements or projects to consistently achieve specific revenue and profit objectives and deliver designated engagement realization as per set KPIs.
- Plan and manage client engagement risk and project budget while providing quality work on the engagement.
- Escalate engagement risks and opportunities to Directors and Partners.
- Provide technical knowledge, direction and training to the engagement team to produce quality deliverables on time and on budget.

Business Development.

- Develop and maintain relationships with decision makers at key clients while impacting on revenue or client relationship through innovation.
- 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 like change of key personnel e.g. new C-level joined; or events at client e.g. new product launch, closure of office, etc.
- Identify and escalate key client challenges to assess best possible intervention.
- Generate revenue as per the allocated target to meet the team budget

Team Development.

- Provide technical knowledge, direction and training to staff, works closely in coordinating engagement management.
- Manage and provide leadership to teams of staff level professionals and becomes actively involved in recruiting, staff development, mentorship and practice management.
- Timely facilitation of team logistics and approvals to allow effective project/tasks delivery.
- Team with other service lines to identify cross functional/practice business opportunities
- Provide timely and objective feedback to teams on task performance. Seek feedback from teams on performance and continuously improve on delivery.

Personal Development.

- Contribute to thought leadership via at least three activities e.g. articles and speaking at an event (internally and externally).
- Ensure continuous learning through compliance to CPD hours and meeting professional CPD requirements

Risk Management

- Ensure 100% compliance to Quality and Risk Management Policies, Standards and Procedures.

Practice Management

- Be responsible for WIP management
- Ensure fees are billed in line with project milestone in engagement letters
- Drive accurate projections
- Leverage on client relationship and work with team members to ensure collections are done in line with agreed timelines
- Ensure projects are accurately priced to minimize write offs
- Ensure delivery teams are appropriately supervised, coached and supported to ensure no write off
- Any other tasks that will be assigned to you.

Exciting career opportunity



#Thrive with us and #Come as you are

Manager – People & Change

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.
- Must have a minimum **8** years of experience in human resource consulting.
- Experience in managing HR engagements within East Africa.

Technical competencies & 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.
- Opportunity for international travel.

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

[Manager – People & Change – Candidate's Summary](#). Filling the link is mandatory for consideration alongside your application to talentrecruit@kpmg.co.ke quoting 'Manager – People & Change'. This position shall be shortlisted on a rolling basis.

Please note that only shortlisted candidates will be contacted.