

We are hiring!

Manager and Senior Associate – People & Change (Management Consulting)

KPMG is a global network of professional services firms providing Audit, Tax and Advisory services, with an industry focus. 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.

KPMG's People and Change unit (Management Consulting) provides a wide range of services to clients across various sectors. Such services include the following:

- HR Function Optimization
- Organisation design
- Workforce (cost) optimization
- Talent management/Development
- Behavioural change Management/Culture Change
- Executive Sourcing

We are seeking dynamic and highly motivated individuals to take up the role of a Manager and a Senior Associate within People & Change unit (Management Consulting).

Manager

Key responsibilities

The overall objective of the role is to be able to drive all aspects of business development, propositioning, pre-project planning, and planning and engagement delivery, including engagement risk and financial management activities across all the P & C areas described above.

Qualifications and experience

- Bachelor's degree in the humanities or any other relevant field
- Registered member of the IHRM (this is will be an added advantage)
- Membership of relevant professional bodies such as CIPD, IHRM, SHRM (will also be an added advantage)
- Minimum of 7 years' experience in the firm or 7 years' consulting experience
- Experience with any of the P & C service areas

Skills and Attributes

The ideal individual will/ must:

- Be able to effectively drive all aspects of engagement delivery end-to-end
- Be a fast learner, an analytical and strategic thinker
- Have very good business writing skills
- Have experience working in a complex, fast moving environment and dealing professionally with multiple stakeholders
- Be a self-starter;
- Be a team player and have good people management / leadership skills
- Good work organisation and coordination skills
- Have strong execution, ownership and accountability skills
- Be interested in P & C.

Senior Associate

Key Responsibilities

The overall objective of the role is to assist with all aspects of business development, propositioning, pre-project planning, planning and engagement delivery activities across all the areas described above.

If your career aspirations match this exciting opportunities, please forward your application letter and CV giving details of your qualifications and experience quoting **People & Change/Feb/2019** to talentrecruit@kpmg.co.ke. Applications will be evaluated on a rolling basis until a suitable candidate is hired.

Please note, only shortlisted candidates will be contacted

Senior Associate

Qualifications and experience

- Bachelor's degree in the humanities or any other relevant field
- Registered member of the IHRM (this is will be an added advantage)
- Membership of relevant professional bodies such as CIPD, IHRM, SHRM (will also be an added advantage)
- Minimum of 5 years' experience in the firm
- Experience with any of the P & C service areas

Skills and Attributes

The ideal candidate will/must:

- Be able to effectively support all aspects of engagement delivery end-to-end
- Be a fast learner and analytical thinker;
- Have very good business writing skills;
- Have experience working in a complex, fast moving environment and dealing professionally with multiple stakeholders;
- Able to work effectively with minimal supervision;
- Be a team player and have good people management skills;
- Good work organisation and coordination skills;
- Have very good execution skills;
- Be interested in P & C.

We offer

- Continuous learning and development
- Exposure to multi-disciplinary client service teams
- International travel
- Unrivalled space to grow and be innovative

The People & Change Unit provides a wide range of services to clients across various sectors. Such services include the following:

1	HR Function Optimisation	<ul style="list-style-type: none"> • HR Strategy • HR Structure and Delivery Model 	<ul style="list-style-type: none"> • HR PPPs / SOPs • HR Technology 	<ul style="list-style-type: none"> • HR team skills assessment
2	Organisation Design	<ul style="list-style-type: none"> • Organization Structure Design - Review and redesign 	<ul style="list-style-type: none"> • Development of Job Descriptions 	<ul style="list-style-type: none"> • Job Evaluation and Grading
3	Workforce (Cost) Optimisation	<ul style="list-style-type: none"> • Workforce Planning • Salary Survey 	<ul style="list-style-type: none"> • Employee Conditions of Service documentation 	<ul style="list-style-type: none"> • Employee Performance Management
4	Talent Management / Talent Development	<ul style="list-style-type: none"> • Learning and Development Solutions • Competency Framework Design • Competency Assessment 	<ul style="list-style-type: none"> • Workforce Segmentation • Employee Value Proposition • Talent Management Framework Design, including Talent Categorization 	<ul style="list-style-type: none"> • Career Management • Succession Planning • Retention Strategies
5	Behavioural Change Management / Culture Change	<ul style="list-style-type: none"> • Change Readiness Assessment • Definition of Business Case for Change 	<ul style="list-style-type: none"> • Change Management for Technology Adoption • Change Management / Culture change for enterprise-wide transformation 	<ul style="list-style-type: none"> • Stakeholder and Strategic Communications Mgt. • Change Impact Assessment • Workforce Transition
6	Executive Sourcing	<ul style="list-style-type: none"> • Candidate Search / Sourcing 	<ul style="list-style-type: none"> • Candidate Assessment 	<ul style="list-style-type: none"> • Background Checks

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