

Hostettler, Kramarsch & Partner (hkp///) is a partner-led, international consulting firm specializing in performance management and compensation. The hkp/// approach to performance management integrates the requirements of financial and HR strategies with management concepts. At the same time it aligns the performance management criteria and processes at corporate level with those at individual level. Based consistently on a value- and values-oriented implementation, this approach helps our clients achieve sustainable long-term success.

In August 2011 Geneva-based Corporate Consulting & Technology (CCT) became part of the hkp/// Group, resulting in the foundation of the hkp/// division: Compensation Insights & Technology – a leading provider of compensation surveys and benchmark services, with more than 150,000 lines of executive and other compensation data in sectors such as banking, insurance, life sciences, public administration, and international and non-governmental organizations in Switzerland, Germany, Luxemburg, Monaco and France.

To further develop our activities in Compensation Insights & Technology in Switzerland, we are looking for an

ANALYST

for our Geneva office

Main responsibilities:

- Support the conduct and analyzes related to Total Remuneration Surveys in various business sectors,
- Support the conduct and analyzes related to projects in the field of position evaluation, drafting of position structure as well as definition of salary structure,
- Support projects related to the development and implementation of performance based remuneration and incentive plans (either short or long term),
- Assist the senior consultants and Managers in various consulting projects related to performance and competency management.
- Support/develop the relationships with existing clients through responsiveness and quality services.

Required profile:

- Minimum 3 years of professional experience in Human Resources Management.
- **Fluency in English, French. German is an asset.**
- University degree, preferably in economics.
- Computer literacy (Excel, Word and PowerPoint).

Further requirements:

- Responsible and organized.
- Quality focus.
- Excellent communicator and customer oriented.
- Willingness and ability to advise customers.
- Analytical and ability to synthesize.

Please send your complete application dossier with motivation letter (only applications meeting the required profile will be considered) to:

hkp Compensation Insights & Technology AG

Ms Christelle Quémeneur

Rue des Charmilles 8 - 1203 Geneva - Tel. 022 339 88 50

E-mail: christelle.quemeneur@hkp.com

www.hkp.com

2011-12-09