



Join our HCM team as a Consultant



Management consulting



80%-100% with flexible working conditions



Zurich



Start immediately or by agreement

Who we are

HCM is a **leading international advisory firm** specialized in advising boards, executive and senior management in strategic matters at the intersection of **governance, compensation, leadership and performance**. We provide **strategic and focused advice** for our clients in various industries, including blue chips as well as small and medium-sized companies. As part of our practice, we also advise organizations on their sustainability strategies including how to advance sound governance processes, and how to integrate sustainability criteria in compensation.

We are a **young and inclusive team** of dedicated professionals with a **collaborative culture** and work in a **flexible work environment**. We work to build the spirit of environmental sustainability in our daily operative practices and place high value on employee wellbeing, as well as on diversity and inclusion. Based in Switzerland, we are active worldwide chairing the **Global Governance and Executive Compensation Group (GECN)**.

What we offer



Variety in client work

As part of the HCM team, you will be working on client projects to **develop individual solutions** in the areas of compensation, governance, leadership and performance, as well as stakeholder management, **including sustainability**. You will experience a **high degree of project responsibility** and are **engaged in advising various clients**.



Direct client exposure

You will participate and contribute to client meetings and have **direct interactions with clients**, including executives and board members. Besides project-related tasks, you will have the opportunity to work on **various marketing, teaching initiatives as well as research topics**.



Steep learning curve

You will independently develop customized concepts in our areas of expertise and perform **solution-oriented analyses**. You will have **daily interactions with our senior professionals** and thereby benefit from their expertise.

What you offer



Academic excellence

Solid master's or excellent bachelor's degree with a focus on finance, accounting, banking, strategy or similar.



Analytical skills

High interest in working with facts and figures and developing conceptual presentations and financial analyses which you are able to structure consistently.



Social skills

Excellent communication and presentation skills, flexibility, and pleasure to work in teams in challenging and time-critical situations.



Further requirements

Excellent oral and written German and/or English skills, preferably as a native speaker. French is a benefit. Substantial experience in working with MS Office applications, especially Excel and PowerPoint. Existing EU/Swiss work permit.

To apply, please send your complete application, including cover letter, CV, diploma, certificates, and reference letters in a merged document to recruiting@hcm.com.