

*Join HCM as a Remuneration Consultant / Specialist*



**Management consulting**



**Full or part time consultant**



**Geneva or Zurich**



**Start immediately or by agreement**

### *Who we are looking for*

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To complement our team in Switzerland (in Zurich or Geneva), we are looking for an **experienced French-speaking professional with proven compensation expertise**. The role can be **full time or less**, depending on the candidate's preferences and mutual fit. Candidates with more senior experience could be considered for a more senior role.

### *Who we are*

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HCM is a **leading Swiss and internationally active consulting firm** focused on compensation, governance, and related areas. We advise both publicly listed and private companies, as well as clients from the public sector in strategic matters at the intersection of **governance, compensation, leadership and performance**. Based in Switzerland, we are active worldwide chairing the **Global Governance and Executive Compensation Group (GECN)**.

### *What we offer*

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#### *Variety in client work*

As part of the HCM team, you will be working on various different client projects to **develop individual solutions** in the areas of **executive compensation and performance management** also including topics such as benchmarking, job grading and industry surveys.



#### *Project responsibility*

You will experience a **high degree of project responsibility** and are **engaged in advising various clients**. You will participate and contribute to client meetings and have **direct interactions with clients**, including HR professionals, other executives and board members.



#### *Enriching work environment*

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

### *What you offer*

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#### *Proven compensation expertise*

Your experience could have been gathered in a consulting firm or in-house as an **HR or compensation and rewards professional** involved in executive compensation. Experience in related areas (talent management, job architecture, Board matters, etc.) would be welcomed.



#### *Language proficiency*

You ideally have **French** as a mother tongue, with fluent English and excellent written skills in both languages. German is a plus.



#### *Social and project management skills*

You are required to advise clients, manage projects, nurture relationships, and market our services, all in a **dynamic** and fast-paced environment.



#### *Further requirements*

Excellent You show high interest in working with **facts and figures**, have substantial experience in working with MS Office applications, especially Excel and PowerPoint. Existing EU/Swiss work permit.

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