

Exciting career opportunity



KPMG People & Change Associate – Nairobi Office

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, which serves as the regional coordinating office, is hiring an Associate within People & Change Unit to support in business development.

Key roles and responsibilities

- Participate in business development activities which will include the preparation of proposals, bids, quotations etc. and including pitching for jobs.
- Assist and participate in a broad range of People and Change assignments such as organisation review and design, salary surveys, job evaluation, executive search and selection, HR audits and due diligence etc.
- Build an understanding of client businesses and share value adding insights such as changes to key personnel, launch of new services/ products, opening or closure of operations etc.
- Observe 100% compliance to Quality and Risk Management Policies, Standards and Procedures and ensure all activities are executed in line with the laid down requirements including completing risk management processes, maintaining files and documentation, ensuring own compliance etc.
- Manage engagement performance through attending kick offs and debriefs.

- Establish and nurture strong value add working relationships with engagement teams, clients and other business units.
- Maintaining compliance with all firm policies and procedures.

Academic/Professional qualifications and Experience:

- Bachelor's Degree in Economics, IT or any business-related course.
- Holds a Professional certification in HR.
- At least 2 - 3 years' working experience in Human Resources with relevant exposure in HR Consulting.
- Well-developed presentation, proposal and report writing, communication and interpersonal skills;

Indicators of good performance:

- Meets and exceeds BU KPIs for level
- Exhibits commercial awareness
- Client focused delivery that is effective and efficient
- Positive feedback from the clients and managers on excellent execution of the role
- Demonstrates creativity and innovation in the way they work
- Good personal branding.
- Must be a team player.

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.

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

KPMG People & Change Associate – Candidate's Summary. Filling the link is mandatory for consideration alongside your application to talentrecruit@kpmg.co.ke quoting '**People & Change Associate by 3 October 2022.**

Please note that only shortlisted candidates will be contacted.