

Recruiter: Jobwatch.org  
Posted: 10/07/19  
REF: HT65WA6  
Contact: Eric Johnson  
Contract Type: Permanent  
Experience level: Graduate



## Graduate Human Capital Analyst

Do you have strong analytical and communication skills? Are you good with numbers and keen to work within a fast-paced team environment? If so then you should apply to become a Human Capital Analyst.

We provide our clients with the strategic advice and guidance they need to manage, reward and engage their people effectively and efficiently in order to support the strategic direction of their businesses and their unique cultures.

We provide technical insights and strategic advice to all kinds of clients on the creation and implementation of reward and talent strategies and structures that engage employees enhance HR effectiveness and drive business results.

As a Human Capital Analyst, you will undertake research and analysis into issues affecting business profitability, focusing primarily on reward (salaries, incentives, benefits) and performance (profits, returns, market value) and wider workforce issues (such as job evaluation and HR systems).

### Requirements:

- \* Self-motivated, with an eagerness to learn
- \* Ability to work well as part of a team, with strong communication skills
- \* Ability to work well under pressure, with the ability to prioritise and manage multiple tasks
- \* Takes ownership for work, always ensuring standards and deadlines are met and keeping others informed and up-to-date
- \* Ability to maintain a good work-life balance

The functional areas of business are referred to throughout the book as we think about how the economy affects HR decisions, This job involves using economic techniques to develop improve HR policies.

In chapter 6 we examine the labour market. In chapter 11 we examine the causes and consequences of unemployment. This highlights the problems caused if people are not employed.

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Apply Now

## Graduate development programme

We are a global energy business looking to recruit new graduates to join our Graduate Development Programme.

In the first 2 years you will have 3 or 4 assignments. You be involved in all aspects of the project from analyzing the issue to identifying possible solutions. At least one assignment will be international giving you an understanding of the global nature of the business.

We need people with drive, innovative flair and ambition. You will become a skilled analyst making an impact on key projects.

You need:

- a strong degree or equivalent in a financial, scientific or management discipline
- proven analytical skills
- to be open to different cultures
- willing to work internationally

We examine international business and trade in chapter 13. Energy markets are particularly unstable and we examine the instability of markets in chapter 11.

Project management skills are clearly important in this job.

Notice again the importance of analysing. Throughout the book we have tried to present you with cases and data to analyse to help develop these skills.