



WTW Global Job Description

Business: **Rewards Data Intelligence**

Job Title: **L68 Analyst / L63 Associate**

The Company

WTW

WTW (NASDAQ: WTW) is in the business of people, risk and capital. With roots dating to 1828, our company has over 45,000 colleagues serving more than 140 countries and markets. Our values – client focus, teamwork, integrity, respect and excellence – underlie all that we do, including how we behave and interact with each other. They are part of our WTW DNA.

We are located on the internet at www.wtwco.com.

Regards Data Intelligence

WTW's Regards Data Intelligence is a leading provider of compensation, benefit and employment practice information to the global employer community. Our databases are recognized worldwide as a premier source of current data for compensation planning. Covering more than 100 countries across six continents, our data centers in the North America, Europe, Middle East and Africa, Asia Pacific and Latin America annually compile reports on the remuneration, benefits and employment practices of local and multinational companies.

Our portfolio of products and customized services helps organizations to:

- Develop cost-effective salary and benefit packages;
- Stay up-to-date with the latest HR developments;
- Assess and compare the costs of employment within and across regions.

In addition to compensation surveys, we publish reference materials that help HR practitioners attract, retain and reward exceptional employees. We also provide tools to help compensation and benefit managers analyse market data efficiently and conduct in-depth analysis to aid future program planning.

The Role

As a Rewards Data Intelligence (RDI) Consultant, you will be involved in all aspects of the survey operations and provision of compensation and benefits data consulting support to clients across various industries.

You will serve as a key resource in selected industries and responsible for collecting compensation and benefits data, conducting checks and validation as well as data analysis and reporting by showing mastery in the use of excel and other technology tools.

You would be assisting the growth and profitability of the unit by being a team member for key client groups, support medium to large size projects, as well as be involved in marketing and selling Willis Towers Watson Rewards Data & Software products and services. This includes standard and bespoke surveys as well as selling and delivering compensation-based project work such as salary structure development, compensation and benefits reviews and conducting pay assessments.

Performance Objectives:

Excellence

- Displays understanding and knowledge of firm-wide survey methodologies and processes
- Support large and/ or several medium-sized projects paying strict adherence to strong project management and meeting client requirements
- Continuously develop technical and consulting skills (e.g. selling and project management skills)
- Ensure that survey project files are up-to-date and meet Excellence standards
- Will serve as member of an integrated consulting team on medium scale rewards and benefits benchmarking projects
- Act as project manager for small scale project
- Develops and maintains good understanding of available WTW products and services

People & Clients

- Will serve as a key team member for selected industries by establishing and maintaining close relationships with survey clients
- Support analysis and other trends and insights preparation for clients on survey results. Provide support on group presentations or one-to-one meetings
- Build strong relationships externally and internally and collaborate effectively on cross-functional teams
- Demonstrate natural ease and effectiveness when dealing with clients/colleagues
- Support the revenue growth of allocated industry sector or surveys
- Support business development and account management activities to meet revenue targets
- Support and or lead the development and execution of industry research and business development plans by identifying key target industries, groups, associations, etc.
- Support proposal development and presentation activities
- Support and guide inexperienced members of the team

The Requirements

- A bachelor degree is required. Major in business / economics / statistics / mathematics / psychology is preferred, and an advanced degree is definitely a plus
- 1 ~ 2 years of experience or sufficient internship experience

You will enjoy the job if you...

- like working with (a huge amount) of numbers and share your views / insights with people. And won't feel offended even when your points are not being taken
- feel comfortable making public speech
- are proven good at Excel and PowerPoint
- are a fast self-learner and not afraid of reaching out for help if necessary
- are a team player and could also work independently with limited supervision
- could quickly bounce back after storms hit...(a.k.a. positive thinking)

Equal Opportunity Employer