

Careers

The opportunity of Guerdon Associates' associateship offers a whole world of career options for all levels of experience. Rapid growth allows specialisation and learning alternatives unmatched by other organisations.

All positions require incumbents to demonstrate the highest levels of integrity, dedication to quality analysis and results, efficiency, organisation skills and mentoring capability.

Within Guerdon Associates there are four levels of position, being Analyst, Associate, Principal and Director.

Analyst positions typically are entry level up to 5 years' experience, although there is provision for "super analyst" roles requiring considerably more experience for leading edge technical work in performance metrics, micro economics (labour productivity), legal and tax research. Analysts at entry level acquire the technical basics for their next career move at a faster rate than non-consulting firms, and more thoroughly than other consulting firms. Incumbents will be exposed to a lifetime's range of corporate cultures and issues through our clients, and be mentored by the best in their field. At entry level there will be exposure to a range of work assignments that will help analysts discover and confirm their strengths and future career directions.

To obtain an entry-level position analysts must be graduates, and have an aptitude for quantitative and/or tax, accounting and legal analysis. Postgraduate qualifications in actuarial science, finance, economics, or mathematics would be well regarded.

Associates must have technical mastery, high levels of verbal and written communications ability, client dedication, and staff mentoring skill. All associates must demonstrate project

management capability for on time, on budget and highest quality outcomes.

Principals maintain and expand valued client relationships. They need to anticipate client needs, and assist clients identify strategic opportunities for enhancing their organisation's human capital value.

Directors are recognised as leaders in their field, with an ability to acquire new clients and significantly enhance the value of existing client relationships. Directors typically have a broad multi disciplinary perspective, with in-depth specialisation in more than one field. Directors must be shareholders. Provision is made for principals who demonstrate director capabilities and potential consistently over some years to become shareholders and directors.