

Careers

March 2, 2015

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 seven levels of position, being Graduate Analyst, Analyst, Senior Analyst, Consultant, Senior Consultant, Principal and Director.

To obtain an entry-level position, Graduate Analysts must have an aptitude for quantitative analysis and/or tax, accounting, behavioural science, and legal analysis skills. Postgraduate qualifications in actuarial science, finance, statistics, behavioural economics, psychology, law or mathematics would be well regarded.

The Graduate Analyst is an entry level position for graduates or post graduates with distinction or high class honours levels across most subjects. In their first year Graduate Analysts go through an extensive learning program, where they become thoroughly grounded across all aspects of executive remuneration, governance, pertinent legal and taxation requirements, client servicing protocols, peer review methods and expectations, team member courtesy and respect, specialist applications including Bloomberg, company administration systems, report writing and correspondence consistent with the firm's style guide, etc.

Analyst and Senior Analyst positions typically are up to 5 years' experience. 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. Senior Analyst roles require considerably more experience for leading edge technical work and research in the fields of economics, tax and legal. 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.

Senior Analysts and Consultants must have technical mastery, high levels of verbal and written communications ability, client dedication, and staff mentoring skill. Consultants must demonstrate project management capability for on time, on budget and highest quality outcomes.

Senior Consultants and 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.

The firm values diversity, and has flexible work arrangements to accommodate employee needs as they progress through their careers and life stages.

The firm currently has vacancies at all levels. If you have evidence of high achievement and relevant skills and experience, have permanent residency or have a visa permitting full time employment, please forward your resume and supporting documentation to careers@guerdonassociates.com