

CONSULTANT

Compensation & Corporate Governance Consulting



Zurich



Full-time (100%)



Start immediately or by
agreement

Apply now by emailing your complete application, including a cover letter, CV, references, diplomas, and certificates, in a single document:

recruiting@hcm.com



YOUR CONTACT

Elena Andreadis

We are looking for talented individuals who value excellence, growth, and collaboration. Whether you are experienced or just starting your career, join us in shaping the success of both our customers and society.

WHAT AWAITS YOU IN THIS ROLE

- You will contribute to both client projects as well as internal initiatives and take on a high level of responsibility within a diverse team
- You will attend client meetings with board members and executive management
- You will benefit from close cooperation with our partners, who will support your continued professional development
- You will be involved in marketing activities and play a central role in research studies
- You can look forward to being part of a team that encourages one another and values the diversity of ideas, cultures, and experiences
- You participate in a compensation system aligned with collective success
- You will also enjoy attractive benefits, including our centrally located office in Zurich's Seefeld district, regular team events and lunches, a Swiss half-fare card, private accident insurance, and additional perks

WHAT YOU BRING TO THE TEAM

- You are interested in developing tailored incentive systems based on KPIs, valuation models, and company objectives, or in strategic HR management and job architectures
- You hold an above-average master's degree with a focus on strategy, finance, accounting, or strategic human resources management
- You have already completed relevant internships or gained professional experience (entry as a Senior Consultant possible: two to three years of professional experience in compensation and benefits management)
- You develop compelling presentations in PowerPoint and demonstrate excellent communication and presentation skills
- You have strong analytical thinking skills and enjoy working with Excel and modelling
- You speak fluent German and English, French is an advantage
- You are a team player and thrive on complex tasks, even in demanding and time-critical situations



ABOUT US

HCM International

HCM International is a leading, independent, and internationally active consulting firm that focuses on strategic aspects in the areas of compensation, corporate governance, value-based management, and job architecture. With around 20 employees, HCM offers comprehensive consulting solutions and has with more than 500 corporate clients in-depth industry knowledge and experience in advising boards of directors and committees, senior managers, and HR executives. We have offices in Zurich, Geneva, and Kyiv and operate globally thanks to our role as co-founder and member of the GECN Group.