

# Analyst/Associate

## Hugessen Consulting

HUGESSEN  
CONSULTING

*Do you want to work in consulting? Are you looking for hands-on experience in a team-oriented environment? Do you want opportunities to deliver meaningful advice to the Board of Directors at some of the largest Canadian organizations? If you are a strategic and creative thinker, with business and financial acumen, this opportunity may be for you.*

### The Role

As an Analyst/Associate, you will be a front-line professional supporting teams in various client deliverables and presentations with C-Suite executives, Directors, and Board/Board Committees on a wide range of sensitive topics.

- Support and supervise as necessary the team by developing analysis and presentations covering the following subjects:
  - I. **Executive compensation**  
*Pay philosophy and peer group development, pay and incentive design, performance management and goal setting, performance and payout modelling, proxy voting (say-on-pay), executive contract and related provision, special situation considerations (e.g. IPO, going-private transaction, M&A/divestiture), analyze trends (e.g. Environment and Social factors considerations (ESG))*
  - II. **Governance**  
*Bridge shareholder expectations and Board & Committee's practices, shareholder engagement, CD&A disclosure and communication, corporate governance, Director compensation*
  - III. **Board effectiveness**  
*Develop effective mechanism for Director evaluation and board effectiveness, support in providing feedback to Directors*
  - IV. **CEO performance management**  
*CEOs performance goals and measures, reflect and provide feedback to CEO on his performance*
- Strengthen Hugessen's significant Quebec presence and play a critical role in our Montreal office
- Expand Hugessen's Director and executive network while offering you the opportunity develop your own meaningful network within the C-suite and Director community
- Participate in various internal projects and non-billable activities – e.g. thought capital, technology, marketing, etc
- *Note: The onboarding and professional training will be in Toronto for the first 3 to 6 months*

### Who is Hugessen Consulting?

Hugessen Consulting helps Boards make the right decisions on executive compensation and its governance, within an environment of heightened complexity and scrutiny. Our people work with public and private company Boards who understand that experience and judgment, not just data, drive decision making. Effective 2020, we have expanded our service offerings to support our clients with CEO Performance Management and Board Effectiveness.

- We work exclusively for the Board and Directors, and we are a well-renown and leading firm amongst the Director community.
- Through our 3 offices (Toronto (HQ), Calgary and Montreal) we serve Canada's biggest organization including: SNC-Lavalin, WSP, CN, AE, CDPQ, CPPIB, Canadian Tire, Rogers, TD Bank, and many more...
- Our people have diverse backgrounds with strong analytical qualifications, including CFA, CPAs, Actuaries, private equity/investment bankers, and management consultant. *Our organization and this role qualifies as relevant experience toward the CFA designation.*

## Candidate Profile

### Education:

- An undergraduate degree in business, commerce, or other technical fields (i.e. engineering)
- Working towards, or obtained a relevant professional designation (e.g. CFA, CPA or MBA) would be an asset

### Experience:

- **Analyst:** 0-2 years of relevant professional services experience
- **Associate:** 3-5 years of relevant professional services experience
  - Well rounded individual with financial and business acumen
  - Proven analytical and technical skills (i.e. excel, modelling, statistics)
  - Proven written and presentation skills (French and English)
  - Ability to develop and build solid client relationships

### Personal Characteristics:

- Highly professional with a proven ability to work in a consultative and collaborative manner
- A team player with strong interpersonal skills
- Intellectual curiosity, creative and the ability to see the big picture
- Results driven, takes ownership and holds others accountable
- Self-reliant, confident and persistent
- Energetic, articulate, and well organized
- Strong focus on quality and delivery of services
- Demonstrated “roll-up-the sleeves” style to getting things done
- Problem solver with the ability to identify causes of problems and issues in a situation

For more information, visit our website: <https://www.hugessen.com/en>

To apply, please submit your resume and cover letter to [resumes@baystreethr.com](mailto:resumes@baystreethr.com). Please specify the position title in the email subject line. Only those candidates selected to move forward will be contacted.