

Are you our next Analyst?

Spencer Stuart is growing in Switzerland and is looking for talent – with the right combination of skills and mindset – to join our research team within executive search and leadership advisory services.

If you are motivated by working internationally with top business executives around recruitment, leadership development and organizational cultures, Spencer Stuart can provide a platform to harness your drive and curiosity. You can develop your project management and advisory toolbox, while building relationships with elite business leaders.

We are hiring an Analyst for the Industrial Practice, based in Zurich.

Spencer Stuart has two offices in Switzerland, in Zurich and Geneva. The Zurich office is one of the oldest in the firm's network, it opened in 1959 and was the first international office outside of the United States. It counts some illustrious names in the executive search business among its alumni, Egon Zehnder and Björn Johansson, both of which started their careers with Spencer Stuart in Zurich and went on to build their own successful business. The Swiss team is highly international and serves clients in many different industry and functional sectors, both at local and international level.

The Industrial practice in Switzerland consists of 4 consultants who serve different segments of the industrial landscape. The industrial practice works with a broad range of clients and industries and is comprised of 5 major sub-sectors:

- Process Industries
- Natural Resources
- Infrastructure
- Engineering Products and Solutions
- Transportation, Logistics and Services

The Swiss Industrial team plays a role in all of the above sectors, and is engaged in executive search and leadership advisory services for both local and international and global clients.

We offer:

- Working with market leading organisations, their executives and board members across a variety of top leadership topics.
- A truly international business environment, working with clients and colleagues around the world.
- Ability to deliver real impact through evidence-based research and methodologies. Spencer Stuart's approach to leadership and assessment is derived from 60+ years of experience.
- Professional and personal growth; broad exposure to the people and challenges faced by our industry-leading clients.

You are:

- Analytically strong and curious – eager to learn about business, sectors and leadership challenges.
- An outstanding and self-starting project manager accustomed to managing multiple projects and competing priorities.
- A strong communicator and relationship builder.
- Not afraid of a demanding, high performance environment.

Position Summary

Successful candidates for the Analyst position will have strong project management ability, writing skills, results orientation, rigorous attention to details, intellectual curiosity and, ideally, understanding of the industrial sector. Analysts will enjoy the challenge of working internally with a variety of Consultants, and externally with a diverse range of clients. Analysts will be expected to acquire deep and insightful candidate pool knowledge over time with a view to develop into more senior roles in the organization.

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Major Responsibilities

- Contribute to client engagements, developing an understanding of client needs and providing insights to clients around talent, organizational set up etc.
- Gather relevant information regarding the appropriate industries and target companies, including identifying potential candidates and sources.
- Represent clients effectively in the marketplace and present comprehensive output in terms of market feedback, evaluations, qualified candidates and assessment work.
- Take on increasing responsibility for search and assessment projects, working closely with colleagues to serve as a sparring partner towards both clients and partners of the firm.

Ideal Experience

- Superior project management skills
- Excellent communication skills shown through clear, structured and concise written and verbal presentation
- Industrial sector knowledge would be a plus
- Undergraduate degree is required
- Native fluency in German, both oral and written as well as excellent English are required. Knowledge of other languages will be considered an asset.

Critical Capabilities

Project Management

Plans, manages and drives own efforts to support client needs and deliverables, while directing, influencing and coaching analysts and peers aligned to the same mission. The successful Analyst will do this while handling multiple projects with competing deadlines, working with individuals who have differing styles, and managing challenging expectations

Candidate Development and Human Capital Consulting

A successful Analyst will develop excellence in search strategy to build strong contact management lists, cultivate sources and prospects, and will understand how to effectively leverage and enhance Spencer Stuart's relationships in the marketplace.

Credibility and Influence

Communicates effectively both in writing and verbally; has executive presence and maturity, and is able to build relationships. Develops the ability to hook candidates and appropriately align client and consultant expectations and needs with market opportunity and progress, building a strong internal and external brand.

Market and Candidate Knowledge

Obtains and incorporates knowledge to enhance client work in a meaningful way. Knows how to get information, effectively uses the available firm resources, developing and sharing candidate pool knowledge.

Interested? Please apply with CV directly by email to astockman@spencerstuart.com.