

<b>Job Title</b>	Health & Group Benefits Analyst (University Graduates)
<p><b>The Company</b></p> <p>Towers Watson is a leading global professional services company that helps organizations improve performance through effective people, financial and risk management. With 14,000 associates around the world, we offer solutions in the areas of employee benefit programs, talent and reward programs, and risk and capital management.</p>	
<p><b>The Business</b></p> <p>The complexity, costs and risks associated with employee benefits pose an increasing threat to business performance. An enterprise-wide strategy for managing benefits gives our clients the framework to develop programs that work in concert to help attract and retain top talent in a cost-effective manner — so they can offer benefits that give them a competitive edge while meeting the needs of their employees.</p> <p>Our Health and Group Benefits team provides advice on the strategy, design, financing, delivery, ongoing management and communication of health and group benefit programs.</p>	
<p><b>The Role</b></p> <p>As a Health and Group Benefits Analyst, you will work beside some of the industry's top consultants while you progress toward becoming a thought leader of the future.</p> <p>You will have immediate exposure to real client assignments which will draw on your imagination and creativity as well as your ability to analyze data, draw conclusions and present results. These experiences will help build your technical knowledge and overall industry expertise.</p> <p>Your main responsibilities will be as follows:</p> <p><b>People</b></p> <ul style="list-style-type: none"> <li>■ Build relationships internally and collaborate effectively on cross-functional teams</li> </ul> <p><b>Client</b></p> <ul style="list-style-type: none"> <li>■ Partner with consultants to provide support on client projects involving the design, funding, pricing, implementation and management of a full array of health and group benefit programs</li> <li>■ Help our clients ensure that their health and group benefit programs are competitive by performing competitive benchmarking analysis of benefit plan designs</li> <li>■ Prepare savings/cost projections and financial modeling of plan design alternatives</li> <li>■ Value retiree plans to comply with regulations</li> <li>■ Assist in the preparation of financial/budget projections, including rate development</li> <li>■ Increase efficiency within client teams by identifying ways to improve processes</li> <li>■ Demonstrate natural ease and effectiveness when dealing with clients/colleagues at all levels</li> </ul> <p><b>Financial</b></p> <ul style="list-style-type: none"> <li>■ Meet chargeable hours targets</li> <li>■ Contribute to sales and marketing efforts by supplying information for proposals</li> </ul> <p><b>Excellence</b></p> <ul style="list-style-type: none"> <li>■ Develop technical knowledge and skills in the area you have chosen to focus on</li> <li>■ Deliver on projects to meet or exceed client expectations</li> </ul>	
<p><b>The Requirements</b></p> <ul style="list-style-type: none"> <li>■ Bachelors or Master degree in mathematics, statistics, finance, public health, health management or any other major with significant quantitative course work, and a strong academic record</li> <li>■ Work experience that demonstrates strong technical and/or client service skills (relevant internship preferred)</li> <li>■ A leader; proactively takes initiative</li> <li>■ A problem solver; able to identify and solve challenging problems</li> </ul>	

- Analytical; able to draw conclusions from data in a logical, systematic way
- Conceptual; ability to go beyond the details and see the big picture
- Results-driven; focused on achieving results that promote business success
- Communicator; displays strong oral, written and public speaking skills
- Committed to quality; continuously works to achieve the highest quality standards
- Team player; Ability to work independently as well as in a team
- Strong computer skills

**How to submit**

Interested candidates should submit their resume/application to our website at [www.towerswatson.com/careers](http://www.towerswatson.com/careers) . Scroll to the bottom of the job search screen and enter in 6468 into the Search by Job ID field then click search.

**Towers Watson is an EEO/AA Employer, M/F/D/V**