

## Analyst – Full-time | Montreal

**Hugessen Consulting** is a dynamic, growing consulting firm serving boards of directors of public and private companies. Our purpose is to be a force for good in corporate boardrooms; to bring expertise, sound judgment, and an objective perspective to complex executive compensation decisions and governance challenges. We enable boards to create and protect sustainable value, and to effectively serve as strategy assets to organizations.

**Our clients** are many of Canada's largest and most influential organizations. We serve the boards of large-cap and mid-market public and private companies and crown corporations spanning a wide range of industries including: banking and insurance, pension funds and asset management, energy and resources, technology, transportation, real estate, utilities, telecommunications, retail, and aerospace and defense. We work closely with Boards to design and implement solutions that enable them to drive value into the organization. Areas that we advise on include: executive compensation strategy and design, director compensation, compensation governance and shareholder support, corporate performance measurement and assessment, CEO succession planning and transitions, CEO performance management, and board composition and effectiveness (including purpose, composition, culture, and processes). Our clients are forward-focused Board, Human Resources Committee and Nominating & Governance Committee Chairs.

**Our culture** encourages people to be curious, driven and enthusiastic. At Hugessen, we are proud of our high-performing and collaborative culture. Our team has diverse career backgrounds including law, governance, investment banking, private equity, accounting, and management consulting. We are a people-focused firm, committed to fostering a diverse and inclusive environment where you have the mentorship and coaching to build a fulfilling and meaningful career. At Hugessen, you will experience accelerated learning and growth through:

- **Exposure to the 'top of the house'** – you will have direct exposure to Boards and Management teams at a very early career stage; you'll be at the table where important decisions are being made at some of Canada's largest and most prominent organizations
- **Diversity of projects** – you will rapidly learn and develop through exposure to a diverse set of client mandates, different leaders in the firm, and small, agile project teams; your coach will help influence your staffing so you get broad exposure that takes into account your personal interests and development objectives
- **High-touch tailored coaching** – you will have access to a dedicated coach who support and helps facilitate your career growth
- **Strong 'one team' culture** – you will be part of a strong team culture where team members are supportive of your goals and aspirations and will actively help you get there through apprenticeship, mentorship, and frequent feedback; you'll have daily interactions with leaders at all levels, across all offices, including Partners

Since launching the firm in 2006, we have been on strategic retreats to Barcelona, Whistler, Banff, and Las Vegas. We have explored ancient caves, gone on an Amazing Race, and dined in the dark. We encourage everyone to play a role in building a great, high performing company.

**The Analyst role** provides a strong foundation for people looking to launch or further pursue successful consulting careers. Analysts at Hugessen make meaningful contributions to client work, have direct exposure to the highest levels of business leadership, and take leadership roles on internal projects within the firm. In this role, you will work directly with partners, principals, managers, and associates in a collaborative manner that encourages professional development and recognizes your contributions. Our analysts develop expertise in finance, compensation, law, individual and corporate performance measurement, taxation, and corporate governance, as well as functional skills such as project management, client management, and written and verbal communication. The role provides an unparalleled opportunity to work on

high-stakes, high-profile projects with boards to ensure that the companies they oversee create the value expected from them.

Click [here](#) to learn more about the services we offer our clients.

Responsibilities may include:

- Conducting research on company strategy and performance to inform business development and support proposals to prospective clients
- Gathering and analyzing compensation data from various data sources
- Reviewing shareholder engagement materials and proxy advisor insights to inform advice and recommendations
- Creating compelling reports for Boards and Management
- Supporting the research and production of thought capital (e.g., white papers, webinars, presentations)
- Executing on bespoke analysis for client mandates
- Support firm building activities, including market research and strategic initiatives

Watch our video here; [English](#) or [French](#).

**We are seeking** an analytical, hardworking, curious, well-rounded team player with an interest in finance, compensation, and governance, who possesses excellent communication skills, maturity and judgment. Our work is relied upon at the highest levels of corporate decision-making, so we need people who are willing to sweat the details and have a keen eye for detail. We are also seeking people who enjoy learning different business models, see the bigger picture, and can quickly adapt to changing roles and priorities. ***Candidate must be fluent in both French and English, written and spoken.***

**We are seeking candidates who have graduated from an accredited university with a Bachelor's degree in Commerce, Economics, Finance, or other business-related discipline, available to start immediately.**

**With offices in Toronto, Calgary, and Montreal** and affiliates in Los Angeles and New York City, we are a growing firm with an expanding international footprint. Additionally, we offer a hybrid working model, where our team generally works in-office Tuesday through Thursday, with Monday and Friday being flexible work from home days.

**If this sounds like an interesting opportunity, please apply!**

1. Complete the Plum Discovery Survey [here](#) (see below for more information on Plum)
2. Create **one combined Word / PDF document** that contains your resume, cover letter, and all university transcripts
3. Upload that combined document through the 'Resume' prompt in the system

**Questions?** Feel free to email Stephanie Goyert at [sgoyert@hugessen.com](mailto:sgoyert@hugessen.com).

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CONSULTING

Hugessen is a people-focused firm, committed to fostering a diverse and inclusive environment where you have the coaching and mentorship to build a fulfilling and meaningful career.

Consistent with these values, we want to understand your unique potential using Plum. The Plum Discovery Survey takes approximately 30-minutes to complete and helps determine the type of roles in which you will thrive. It is a powerful tool that reduces bias in recruitment and selection, and provides you with powerful self-insights through your personalized Plum Profile. Your Plum profile can help you understand what drives you and what drains you in the workplace, so that you are equipped to maximize your career potential.

Below are some important tips:

- You only need to complete the Plum assessment once. If you already completed it in the past, you will not be asked to take it again. Read how to share your existing Plum Profile [here](#).
- To prepare for the assessment, for any question about Plum or if you experience any issue, [read the Plum Candidate Support - FAQ](#) and [Everything you must know before taking the Plum Discovery Survey \(FAQ\)](#)
- Measures are in place at Plum to make the process surrounding the Plum Discovery Survey as inclusive as possible. Read more on [Plum's Help Center section on Accessibility](#).
- If you have a medical condition that requires accommodation to complete the Plum assessment, please do not hesitate to contact us at the following email address: [sgoyert@hugessen.com](mailto:sgoyert@hugessen.com)