

## Consulting – Human Resource Transformation

### Job summary

As an Analyst you will be part of project engagements helping to design and execute critical programs, from business-driven HR solutions to innovative talent, leadership, and change programs.

### Responsibilities

- Help clients solve complex problems
- Work with teams to deliver projects that make a real difference to the clients and their people
- support organisations with the delivery of complex or transformational change programs
- Develop HR solutions to innovate talent and leadership for your clients

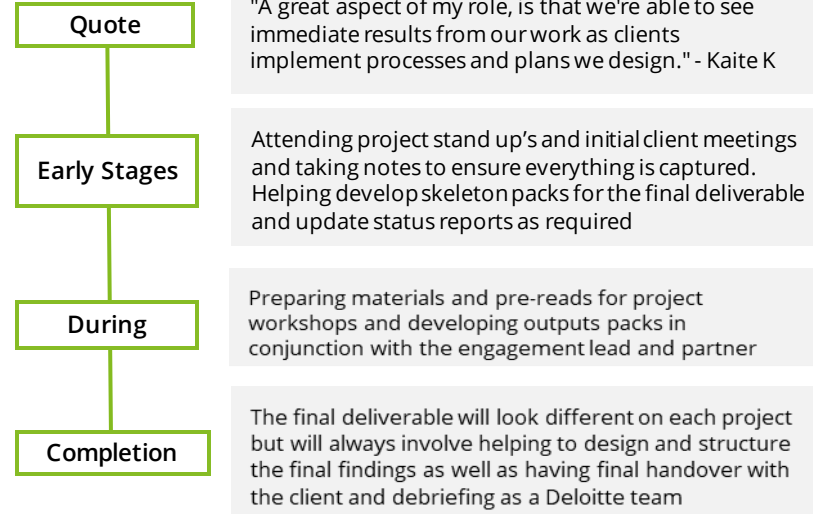
### How HR Transformation Works

Our HR Transformations team is an important piece of our Human Capital Service offering. In this offering there is also Org T, and HR T Tech. Human Resource Transformation operates in the following spaces which means you could specialise in any one of these areas: HR Strategy; Workday HR; SAP/SuccessFactors HR; Oracle HR; Payroll; Student Technology & Transformation; Service now HR. Each offering seeks to transform how business operate in these areas to see clients become more efficient and productive with their HR systems and processes. Some key teams for you will be the teams you are a part of while on projects. Some key relationships to foster is your buddy, coach and project leads. The Human Capital Service Offering is led by Lauren Foster who is based in Wellington. She is supported by Hamish Wilson and Victoria Yeo (Auckland) and Tony Santoro (Wellington).

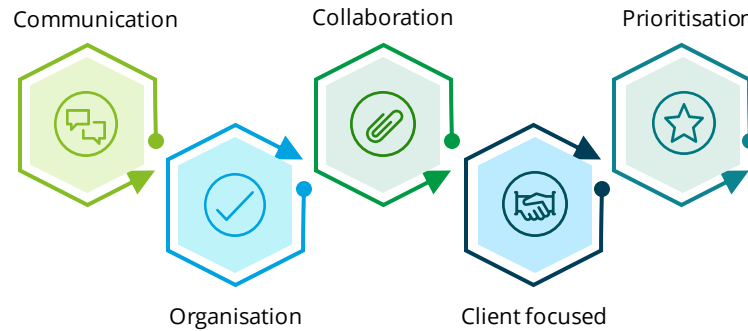
### How we invest in you

- An initial 90-day induction plan to learn about the business and clients, along with ongoing support and mentorship
- Personalised Buddy and Coach to show you the ropes and guide your career
- Deloitte pay for ongoing education/study days

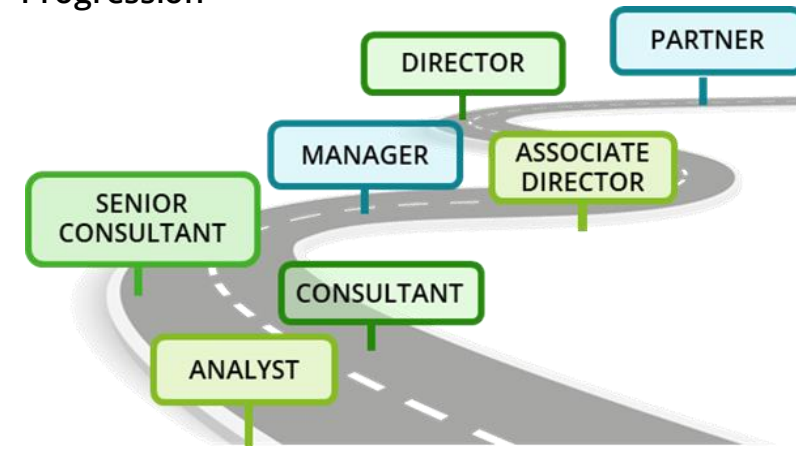
### Project overview



### Competencies



### Progression



#### Experience

Any experience analysing people behavior and how people work or up the front presenting skills would set you up well for a Graduate role in the HRT Team.

#### Education and Certifications

Have studied Bachelor of Commerce at university majoring in Human Resource, business/organisation behaviour with a tech edge.

#### Technical Capabilities

Able to conduct research and analyze sets of data to draw conclusions. Can identify problems and think critically to solve business problems. Effectively manage engagements and can manage sometimes conflicting expectations.

#### Behavioural Anchors

Demonstrates integrity and an awareness of strengths, differences, and personal impact, while understanding expectations and demonstrates personal accountability for performance. Have a commitment to personal learning and development.

### Contact – Early Careers Team



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### Social media



[Instagram](#)



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