

### Job summary

As an Analyst, you will participate in client interviews, workshops, and training sessions, develop client deliverables and present recommendations to client stakeholders that are spread across the country and across industries (public, private).

### Responsibilities

- Work closely with clients to solve their complex problems and ultimately make the complex simple.
- Participate in client interviews, workshops and training sessions to transform workplace culture for clients
- Help clients navigate change and bring meaning into people's work across a wide range of industries.

### How the Organisation Transformation Team Works

Organisation Transformation operates in 6 main service areas:

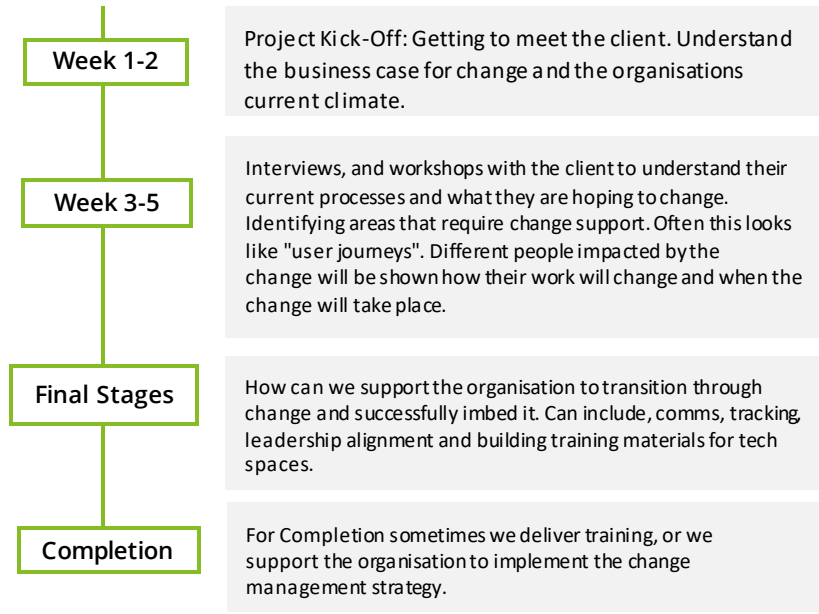
- Strategy Design & Transition – Org transition planning and execution, governance and decision rights,
- Culture – org values, hybrid working, culture transformation
- Change Services – change strategy development, tech training
- Human Capital Mergers & Acquisitions – HR due diligence, change management support, culture alignment, change management support
- Workforce Development – workforce reskilling, learning tech enablement, learning advisory, knowledge management
- Change Collaborative – leadership development, leader coaching

All of our work is done in teams of varying sizes. Often our teams are spread across offices too. It's a great chance to meet others within the business.

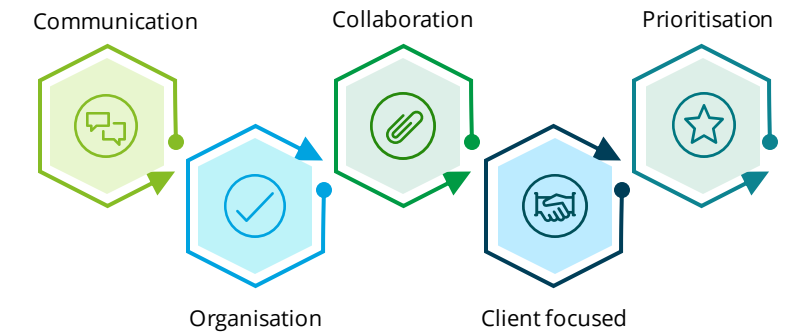
### How we invest in you

- 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

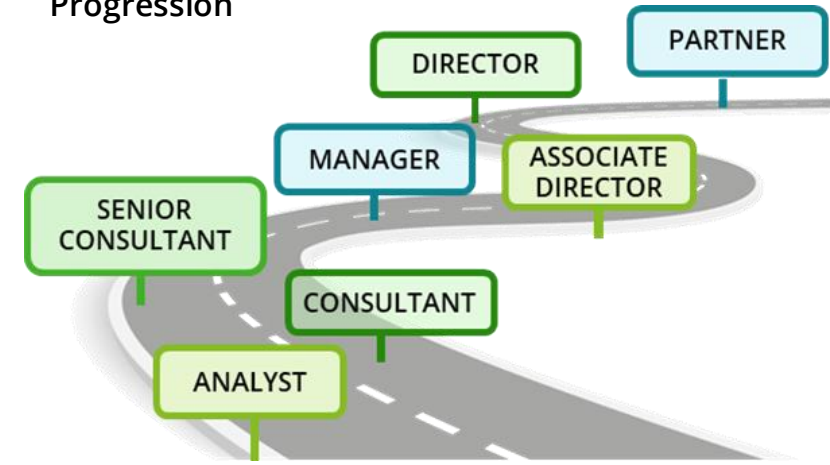
## Change Management Project example



## Competencies



## Progression



- Experience**  
Any experience working as a part of a team or in groups. Leading workshops and facilitating learning, or developing and supporting people will set you up well for a career in Org T
- Education and Certifications**  
Is in their final year of (or has recently completed) a degree which helped you learn business/organisation behavior /human resource management, or people engagement or similar.
- Technical Capabilities**  
Has a strong numerical background. Have strong written and oral skills. Can clearly communicate problems and resolutions. Think critically to solve the issues and find the best solution for the clients.
- Behavioural Anchors**  
How can we support the organisation to transition through change and successfully embed it. Can include, comms, tracking, leadership alignment and building training materials for tech spaces.

### Contact – Early Careers Teams



Madi Barnett  
Early Careers Senior Advisor  
[mabarnett@deloitte.co.nz](mailto:mabarnett@deloitte.co.nz)



Matthew Baskett  
Early Careers Coordinator  
[mbaskett@deloitte.co.nz](mailto:mbaskett@deloitte.co.nz)

### Social media

- [Instagram](#)
- [Careers site](#)
- [Podcast](#)