

CONSULTANT

Toronto | Montreal | Vancouver

We are looking for a strategic and creative project manager with business and financial acumen who is excited to work in an entrepreneurial environment, partnering with the Boards and executive teams of some of Canada's most exciting companies.

SOUTHLEA GROUP

Southlea Group is a trusted advisor to Boards and management teams. Our team of finance and business professionals work at the intersection of strategy, performance, and talent to design people and pay programs that have a meaningful impact on the performance and productivity of leading companies. We also specialize in supporting companies through change and transformation, including special situations (e.g., restructurings), M&As, IPOs and SPAC mergers. Our work is grounded in an analytical, data-oriented approach that applies the same discipline to people and pay decisions as is typically applied to broader business and financial decisions.

We offer fresh insights and independent perspectives on people and pay programs, working collaboratively with Boards and executive teams to deliver a holistic suite of services in the best interests of organizations and their stakeholders.

Our leadership team has over 70 years' combined experience working with some of Canada's largest and most complex global organizations. With diverse backgrounds and strong qualifications, including CFAs and MBAs, Southlea leverages deep experience to build strong, long-lasting client partnerships.

THE ROLE

You will partner with internal colleagues, including analysts and other consultants, to design and implement compensation and incentive programs. You will work directly with managers and executive leadership of large client firms to develop compensation strategies that improve business results.

You will also contribute to activities that support the growth of Southlea Group. As a Consultant, these activities would include supporting local, regional, or national marketing events, performing research on different topics and industries, and developing intellectual capital.

YOUR DUTIES

- Deliver superior, consistent project management for multiple clients, including preparing presentations and reports for boards of directors, senior-level executives, and/or management
- Draft statements of work, project plans, and budgets involving multiple workflow streams and client teams
- Serve as the day-to-day project manager, ensuring team progress against established objectives, budgets, and timelines
- Serve as a contact to clients on delivery of services, working with them to review their compensation strategies and to design and implement new programs
- Manage client expectations and relationships, raising appropriate issues to partners
- Develop knowledge of Southlea's solutions and consulting methodologies in order to contribute to the development of new tools and approaches

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- Collaborate and contribute to the development, design, and implementation of compensation programs that include total rewards strategy, competitive benchmarking, annual and long-term incentive plan design, supporting governance features, overall competitive pay analysis, and pay-for-performance alignment
- Continue to develop technical knowledge and skills in people and pay program design

CANDIDATE PROFILE

Education

- An undergraduate degree in business, commerce, and/or other related technical fields
- Working towards, or holding, a relevant professional designation (e.g., CFA, CPA) would be an asset

Personal characteristics

- A minimum of 5 years of compensation or 3 years of management consulting experience, preferably including some executive compensation experience, along with experience designing annual and long-term incentive programs
- Strong commercial awareness and understanding of the business landscape and how that relates to compensation strategy and design
- Creative, analytical, and results-driven orientation, demonstrated through the ability to draw conclusions, themes, and trends from data analysis and communicate results effectively
- Solid communication skills and the ability to build strong client relationships and deliver client-centric solutions
- Well rounded, mature and able to interact with board members and executives
- Ability to manage multiple critical deliverables / priorities at the same time
- Highly professional and able to work in a consultative and collaborative manner
- Results driven, takes ownership and holds others accountable for high quality
- Problem solver with the ability to identify causes of problems and issues in a situation

Other requirements

- Legally able to work in Canada
- French required for employees based in Montreal

OUR VALUES

We are connected through a common purpose and are dedicated to making a positive impact on the environments in which we operate, guided by these values:

Diverse and supportive

- We recognize that an exceptional team is our greatest asset and differentiator
- We value diversity of thought and experience, and encourage new perspectives
- We support the holistic wellbeing of our employees

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Innovative and collaborative

- We work as a team, and when our team succeeds, we succeed
- We push one another to streamline our work, create efficiencies and improve processes
- We question the status quo and always ask if improvements can be made
- We strive to make our teammates and ourselves better with a focus on innovation and growth

Client-focused

- We collaborate and bring together key stakeholders to deliver programs that positively impact our clients
- We listen to our clients and work to understand their business priorities and challenges
- We are strong communicators and influencers
- We hold ourselves accountable to deliver high quality work

HOW TO APPLY

Please [click this link](#) to apply via the portal.