

ANALYST

Toronto, ON / Montreal, QC / Vancouver, BC

We are looking for a strategic and creative thinker with business and financial acumen who is excited for hands-on consulting experience in an entrepreneurial environment, partnering with the Boards and executive teams of some of Canada's most exciting companies.

Interview Period: 3rd week of September 2024 | Position Start Date: Summer 2025

ANALYST ROLE

As an Analyst, your primary responsibility will be contributing to engagements that impact how our clients design and manage executive and broad-based compensation programs, including:

- Total rewards philosophy and peer group development
- Executive, broad-based employee, and director compensation benchmarking
- Annual and longer-term incentive plan design
- Performance management and goal setting
- Pay for performance modeling / scenario testing
- Market trends in compensation, governance and regulatory affairs
- Transaction-related pay solutions (e.g., IPO, SPAC-merger, privatization, M&A / divestiture)
- Executive contracts and company policies (e.g., termination provisions, retention ratios, clawbacks)
- Shareholder engagement and proxy advisor insights (e.g., Say on Pay, equity plan scorecard)
- Compensation discussion & analysis (CD&A) disclosure and broader communication support

We are currently operating on a hybrid basis, and the successful candidate will be expected to work from our office at 330 Bay Street in Toronto four days per week, with the opportunity to work from home / outside the office up to one day per week.

Montreal or Vancouver-based candidates can work from our office in either city.

You will also contribute to a range of initiatives relating to business development, intellectual capital and business operations. Strong performance and demonstrated growth in the role can lead to expanded project management and client relationship responsibilities.

This role has qualified, and should continue to qualify, as relevant experience toward the CFA designation.

SOUTHLEA GROUP

Southlea Group (Southlea) is a trusted advisor in the development of people and pay programs, offering support through the full annual compensation cycle including executive, employee and board pay benchmarking, incentive plan design and supporting governance programs. We also specialize in supporting companies through change and transformation, including special situations, M&As, IPOs and SPAC mergers. We bring an analytical, data-oriented approach to apply similar discipline as commonly applied to business and financial decisions.

We offer fresh insights and independent perspectives on people and pay programs to enhance business results. This means working collaboratively with Boards and executive teams, providing a holistic suite of services in the best interests of the organization and its stakeholders.

Our leadership team has over 65 years' combined experience working at the world's largest compensation advisor, embedded within a global multi-service firm. We have diverse backgrounds with strong qualifications, including CFAs and MBAs. At Southlea, we will leverage our world class experience to create strong and lasting client partnerships.

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

- Analytical and technical skills (i.e., excel, modelling, statistics)
- Strong written and presentation skills
- Financial and business acumen
- 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 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

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:

Inclusive and supportive

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

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 send your resume and cover letter to talent@southlea.com