



Starting Your Career With Us: Human Capital & Benefits

Willis Towers Watson offers new graduates many opportunities in a wide range of functions and areas across our four key business segments:

- Corporate Risk & Broking
- Exchange Solutions
- Investment, Risk & Reinsurance
- Human Capital & Benefits

Spotlight: Human Capital & Benefits

Within our Human Capital & Benefits (HCB) business segment, Willis Towers Watson helps clients develop strategies and programs that drive higher levels of employee engagement and performance on the job.

Executive Compensation

The Executive Compensation team works with companies to help them make sound decisions about the many complex issues involved in designing pay programs for board members and senior executives to drive better corporate performance.

Our clients include well-known companies in the FTSE 100 and 250 indices as well as privately-held companies and public service organizations. We work across a wide range of sectors and with a variety of leaders, including chairmen of remuneration committees,

HR directors, heads of compensation & benefits, chief executives and their management teams. We also liaise with institutional shareholders and their representative bodies on behalf of clients.

Willis Towers Watson's Executive Compensation practice is one of the largest in the U.K., and is part of a global team of Executive Compensation specialists in over 30 countries. The team comprises consultants from a wide range of professional and academic backgrounds, including lawyers, actuaries, MBAs, accountants, and HR and industrial relations specialists.

Clients approach us for many reasons. Recent projects that are typical of our work include:

- Assess whether executive pay arrangements are value for money and linked to performance in the right way.
- Ensure that pay at the top is cost-effective, linked to business results and demonstrably linked to shareholders' interests.
- Learn how competitors tackle their executive compensation challenges through a detailed analysis of executive pay information.
- Understand the value of remuneration packages by modelling outcomes.
- Assess the pros and cons of executive comp-related choices, and ensure that clients have all the inputs they need to reach well-informed decisions.

- For public companies, the pay of board members is fully disclosed, so many clients need our help to ensure the disclosure of directors' pay is both clear and compliant.

Rewards, Talent & Communication

Within our Rewards, Talent & Communication (RTC) team, we assist clients with the design and implementation of programs that drive employee engagement and overall performance.

RTC clients come from all industries, from financial services to retail and telecommunications to energy. We advise many of the world's leading and largest companies, often interacting with our offices around the world to provide a truly global service offering. We provide invaluable advice to clients at some of the most exciting and critical moments in their lifecycle, at times when employee engagement and retention is particularly crucial – from mergers and acquisitions to listing on the stock market.

Below is an explanation of how these three practice areas differ:

- Our **Reward** consultants provide the strategy, design and execution support essential for paying people appropriately and enabling organizations to attract, retain, motivate, and engage employees efficiently and cost-effectively.
- Our **Talent Management** consultants work with clients to ensure that the organization has a robust pipeline of future leaders and employs people with critical skills and experience.
- Our **Communication and Change Management** consultants help clients identify and align their desired culture with their business strategy, and create supporting change management and communication processes to help drive their success.

By bringing these three practice areas together, we offer our clients a fully integrated approach to talent and reward management.

Recent projects that are typical of our work include the following:

Rewards

Working with companies across different sectors to:

- Design and implement a career framework. This involves developing job families and role profiles and conducting job levelling, an analytical process that determines the relative value of jobs in an organization. It provides a foundation for rewards and talent management programs, including:
 - Base pay

- Short- and long-term incentives
- Performance management
- Career management
- Workforce planning
- Succession planning
- Learning and development

- Review reward strategies to ensure they are competitive and support drivers of attraction, retention and engagement.
- Design, model and implement high-impact sales incentive programs, clarify sales processes and roles, sales organization design and develop engaging and motivating sales force communication programs.

Talent

- Articulate the knowledge, skills and behaviors required by employees at all levels to perform successfully and develop their careers within a financial services organization.
- Conduct a review of all the talent management processes and programs in place within a major retailer.
- Identify the capabilities required by leaders in a professional services firm to enable them to meet their new strategy and business goals.

Communication and Change Management

- Develop pension engagement strategies.
- Develop a creative Total Rewards brand for a leading global pharmaceutical company.
- Plan and develop change management, communication and training requirements in support of an employee and manager self-service tool roll-out for a global communication organization.
- Design a new organization structure for a mining organization in support of a major growth strategy.

Our Rewards, Talent & Communication team comprises consultants from a wide range of professional and academic backgrounds.

Global Data Services

Fierce competition for talent and limited salary budgets are making it more challenging than ever for organizations to create a compensation plan that will attract and retain skilled employees. To meet these challenges, companies need access to the right compensation data to ensure their organization is competitively positioned to attract the right talent and retain valuable employees.

With survey databases that cover more than 110 countries, our Global Data Services (GDS) team has the data to

assist organizations with their compensation planning, benefit design, employment terms and conditions, and HR policies and practices needs.

Our portfolio of products and customized services helps clients to:

- Develop cost-effective salary and benefit packages
- Stay up-to-date with the latest HR developments
- Ensure compliance with local laws and customs
- Assess and compare the costs of employment within and across regions

Global Financial Services

Significant changes in the economic, political and regulatory landscape over recent years and the fast pace of change make the financial sector an extremely interesting and dynamic area of pay consulting.

The Global Financial Services (GFS) group is the hub within our Talent & Rewards practice focused on providing compensation benchmarking and reward expertise exclusively to the financial services industry, ranging from the major universal investment banks to niche financial services firms.

Our rapidly expanding GFS network is currently comprised of over 100 professionals across the world, all focused on the financial services industry. Through our industry-focused approach, we are uniquely positioned to deliver world-class compensation studies, data analytics, and integrated solutions to help clients better manage their businesses.

Global Solution Services

Multinational companies operating in the global market face a range of different business, cultural, language and regulatory environments. Willis Towers Watson's Global Solution Services (GSS) group is dedicated to helping large multinationals navigate these challenges. As the largest team in the industry with this focus, we advise on global, local and cross-border benefits and compensation issues. We help companies design globally consistent benefits strategies, and provide expertise that balances global and local needs.

Our GSS team collaborates with colleagues, clients and other organizations around the world, advising in both mature markets and emerging economies. We have unique experience on these specialist topics, and have access to leading tools and data. These help us to advise our clients and colleagues across the globe with greater insight and clarity.

GSS has around 250 colleagues across four continents, with the majority split between the U.S. and U.K. The work

we do in GSS is varied, and you will have the opportunity to work on many different types of projects during your first few years. Due to this diversity, you will quickly be able to learn what assignments you prefer. Given our structure, colleagues have the opportunity to specialize while retaining a broad spectrum of other work.

Thanks to our global network, we can support our colleagues who'd like to work in different parts of the world, whether in a temporary assignment or a permanent position. Our U.K. team has colleagues from around the world, some of whom started in the U.K., but many who joined after working in our offices elsewhere around the world. There are also many examples of colleagues who have been transferred from the U.K. to the U.S. and elsewhere.

We group our services into four main areas as follows:

Multi-country coordination and project management

- We provide expert advice and coordination for global projects:
 - Accounting consolidation for employee benefit plans globally
 - Due diligence and integration associated with cross-border mergers, acquisitions and divestitures
 - Benefit inventory, benchmarking against market practice and compliance
 - Global broking and other benefits procurement activity

Strategic advice around management of employee benefits

- We provide advice to headquarters on the most efficient management of their employee benefits:
 - Designing global oversight and governance procedures
 - Co-sourcing of benefits management
 - Health & wellbeing strategies

Technical expertise on global risk management

- We advise clients on optimal risk management solutions:
 - Financial, cost and risk control solutions for retirement plans
 - Multinational pooling and captive solutions

Supporting global reach:

- We support clients in markets where Towers Watson doesn't have an office
- We provide guidance to clients on expanding into new markets

Health and Benefits

Rising costs, an aging workforce, and growing rates of chronic disease make workforce health a growing business concern.

We use research, benchmarking tools and technology to gauge overall health benefit program efficiency, value and competitive positioning. With that information, we work with companies to design high-performance programs and execute the placement of health and group benefit services.

You will have the opportunity to work on broad-based projects with practitioners in other areas to provide holistic solutions. You will contribute to the most cutting-edge intellectual capital in the marketplace and work with top-tier clients and industry experts.

Retirement

Solving problems around retirement is at the top of the agenda of every CEO and finance director/CFO. We help organizations manage significant amounts of liabilities and assets, advising them on how to balance and manage their exposure to risk.

Driven by our clients' needs, we collaborate with skilled consultants across our business to deliver innovative solutions, working with cutting edge tools and technology. We work for many household names and large, multifaceted organizations, some with significant pension plans that require sophisticated and complex advice.

Typical work we do for our Retirement clients includes the following:

- On a daily basis, our consultants consider the financial environment and mortality rates of the population to place a capital value on how much money is needed today to pay people's pensions into the future.
- We also work with investment specialists to provide advice on what asset classes (such as equities, property and bonds) they should hold.

- We look at ways for trustees and employers to reduce their exposure to key risks, like implementing swaps or executing liability buy-outs and buy-ins.
- In corporate transactions (mergers and acquisitions) the Retirement consultant is critical to ensure the right value is placed on the liabilities of the companies' pension schemes. This can make or break the deal.
- Retirement consultants calculate the pension liability value to be disclosed in companies' accounts.
- For individual pension scheme members, the Retirement consultant will carry out calculations to determine the value of the pension promise if a member wants to transfer out of a pension scheme, and will calculate the terms on which members can retire early or convert pension for a cash lump sum.

Technical Analyst team

The Technical Analyst team tackles complex challenges on a day to day basis, making a real difference for many employees and pensioners in a highly dynamic working environment. Often our client and project work has a very high public profile, meaning the work we do in the office could be the news the next day.

The Technical Analyst team provides support to our consultants, who advise pension scheme trustees and employers, by:

- Producing complex calculations
- Being technical and system experts
- Managing projects and work streams of various sizes

We offer a range of graduate job opportunities across each of these segments. [View specific job descriptions.](#)



Apply Now

About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 39,000 employees in more than 120 countries. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.com.