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PR/118122 | Senior Analyst – People & Organization Practice

Job Information

Recruiter
JAC Recruitment UK

Job ID
1552491

Industry
Business Consulting

Job Type
Permanent Full-time

Location
United States

Salary
Negotiable, based on experience

Refreshed
August 19th, 2025 10:01

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Business Level

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

WHAT YOU'LL DO
As a Senior Analyst – Client Focused role within their People & Organization Practice Area, you will work in a growing global team, delivering value to clients via individual expertise and/or institutionalized our assets (products, tools, data, workshops, frameworks, surveys, domain-specific data and related expertise, etc.). You will contribute on cases and proposals by contributing relevant analysis and insights and help case teams create strong impact for the client. While contributing to client cases, workshops and proposals, occasional travel to serve clients onsite during staffing assignments is expected to understand client requirements, and design / develop solutions.

You will support commercialization efforts for the topic/sector working, in conjunction with business leaders, through contributing analysis and insights to proposals, client workshops and marketing materials. Additionally, as a Senior Analyst – you will contribute to developing intellectual property & assets for the business and assist in onboarding and training junior colleagues based on your topic/sector expertise.

POP transforms organization's people and org practices end-to-end, enabling them to achieve their ambition. Modular POP offers, capabilities and ecosystems plug into client transformations. Our clients are senior business executives who value our strategic, fact-based, and impact-oriented approach supported by highly experienced senior expert teams, rich benchmarking databases, and analytical capability.

YOU'RE GOOD AT
- Solving client problems through formulating relevant research and/or analytical approaches in your area of expertise

- Communicating with case teams and clients team members, in a credible and confident way

- Working collaboratively and effectively in a group dynamic often virtual, proficient in agile ways of working

- Being flexible and bringing a curious and creative mindset, open to new things and able to propose innovative ideas

- Navigating complexity and ambiguity

YOU BRING (EXPERIENCE & QUALIFICATIONS)
- Consulting experience in organization design required; candidates with consulting experience strongly preferred

- In lieu of consulting experience, 2+ years minimum industry experience required; 3-6+ years of industry experience strongly preferred

- Bachelor's Degree required (advanced degree preferred)

- Fluency in English and Japanese

- Strong business acumen and problem-solving capabilities

- Strong written and verbal communication skills

YOU'LL WORK WITH
As a Senior Analyst – you will work face to face with clients and with our Project Leaders, Associates and Consultants. In the period between cases, you will collaborate with global topic leads and colleagues across us to bring expertise and capabilities to the service of our internal and external clients. Our team is made up a diverse pool of our positions that allow us to pursue exciting, innovative our careers.

We regret to inform applicants that only shortlisted candidates will be notified. Thank you for your understanding.

Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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Company Description