Role: HCM Analyst

Who are we?

Fosway Group is Europe's #1 HR Industry Analyst focused on Next Gen HR, Talent and Learning.

Founded in 1996, we are known for our unique European research, our independence and our integrity. For over 20 years, we have been analysing the realities of the market, and providing insights on the future of HR, Talent and Learning. Fosway analysts work extensively with our clients to understand the inside story of the challenges they are facing, and their real experiences with next gen strategies, systems and suppliers. Our independent vendor analysis provides a unique resource for companies making decisions on innovation and technology.

We are based in Cirencester, UK but our team mainly works virtually ...

Role

We are looking for an experienced Industry Analyst for our HR Practice, leading our analyst research and insights on next gen HR strategy, and HCM technology and innovation, including digital HR, Cloud HCM, HR operations, service delivery and related topics.

Working closely with the Fosway Analyst team, this role will also leverage our research and market analysis to lead and support the delivery of analyst services to our HR clients, including corporate clients, suppliers and investors in the HR and HR Tech market.

Key Responsibilities

- Further build and strengthen Fosway's research, industry analysis and influence in next gen HR markets in EMEA and globally
- Conduct briefings and research with clients and vendors, capturing accurate information and developing objective insights on HR related topics and vendor solutions
- Work with the broader Fosway analyst team and CEO to contribute to Fosway's analyst research agenda and roadmap
- Build collaborative relationships with senior stakeholders in our clients and be a 'trusted advisor'
- Ability to provide a structured approach to the end-to-end analysis, scoping and planning approach that adheres to Fosway's values and Fosway's unique methodology and models

Required Skills and Experience:

- Has at least 5 years' experience as a Senior Analyst or Practitioner within in the HR Industry with deep knowledge of HR systems, HR transformation, and HR innovation
- Is an excellent communicator and listener, who can translate messages and simplify and summarise inputs and problems in a straightforward and succinct way
- Has the vision, drive, integrity and the ability to make things happen in an environment of ambiguity, complexity and multiple stakeholders
- Is analytically minded with good problem and data analysis skills
- Has excellent written and oral communication skills, confident in presenting information both face to face and virtually
- Enjoys formulating, implementing and continuously improving analysis approaches
- Is emotionally intelligent with the capability to work across all levels in an organisation
- Is comfortable working independently in a virtual, team environment often acting as the SME or lead
- Has a strong business acumen with willingness to assume individual responsibility for own deliverables.

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