

**Widen Advisory** is a dynamic consulting firm specializing in **organizational design and transformation**. By translating their clients' strategies into **concrete applications at the organizational level**, Widen Advisory offers businesses solutions tailored to their clients' reality and needs.

Based in Zaventem, the **human-sized team** consists of passionate and complementary specialists. We value **courage, insightfulness, commitment, pragmatism, and intrapreneurship**, and offer a high quality-oriented service in a flexible and collaborative environment. For more information, please visit <https://www.widenadvisory.com/>

To strengthen the Widen team and contribute to the growth of the Belgian office, we are looking for an Analyst.

## Analyst (M/F)

### RESPONSIBILITIES

As an Analyst, you will play a key role in supporting client projects by analyzing data and developing strategic insights in organizational design, benchmarking, compensation, and talent management. You will work closely with senior consultants and clients to deliver high-quality outputs.

Your main responsibilities are:

- **Collect, clean, and analyze HR and business data** related to organizational structures, compensation, and talent trends.
- Use **analytical and visualization tools** (Excel, Power BI, Tableau) to present findings in a clear and actionable way.
- Contribute to the development of **analytical dashboards** and **strategic reports**.
- Support the creation of **compensation benchmarking studies**, including pay structure analysis and incentive design.
- Conduct **job evaluations** and apply job classification methodologies (Gradar, proprietary models).
- Assist in **mapping and evaluating organizational structures**, roles, and reporting lines.
- Provide analytical support in workforce planning and capability assessments.
- Contribute to **Widen's data strategy** by gathering, building, and leveraging proprietary datasets.
- Research **industry best practices** in reward, organizational design, and career frameworks.
- Conduct research on **market trends**, best practices, and emerging HR technologies.
- Prepare and deliver **high-quality presentations**, ensuring clarity and precision while collaborating with consultants for smooth project execution.

## PROFILE

- You have a Bachelor's degree in Business, Economics, HR, Data Analytics, or a related field.
- You have 1-3 years of experience in HR analytics, business analytics, management consulting, or a related field.
- Strong analytical skills, with experience in handling large datasets and drawing meaningful insights.
- Proficiency in Excel (pivot tables, formulas, data visualization); experience with Power BI, Tableau is a plus.
- Strong communication skills, with the ability to translate data into compelling narratives.
- Ability to work in a fast-paced, project-driven environment and manage multiple tasks effectively.
- You have an excellent level of English in addition to French and/or Dutch.
- You are self-employed or open to becoming self-employed.

## OFFER

- Work in a dynamic and ambitious team within a growing and informal company, in an informal but highly professional working environment.
- Work on international projects and great prospects for the future.
- The opportunity to train, develop, and participate together in the growth of Widen Advisory.
- An independent status with competitive remuneration.

## INTERESTED?

Please send your CV enclosed with an adapted cover letter to [recruitment@pahrtners.be](mailto:recruitment@pahrtners.be).

YOUR APPLICATION AND  
RELATED INFORMATION WILL REMAIN  
STRICTLY CONFIDENTIAL.