

Associate

ZS Associates is a global management consulting firm with a unique market focus, specializing in sales and marketing strategy, operations and execution. Established in 1983, ZS has been recognized around the world for our expertise in go-to-market and sales strategies as well as our implementation capabilities. While ZS is noted for its strong presence in the pharmaceutical and healthcare industries, our work has expanded into a variety of other industries that all have significant investments in sales and marketing.

Explore Your Opportunities

Associates play a crucial role on project teams from the start. Their role is to research, analyze and synthesize information leading to innovative solutions. In close collaboration with a team, Associates:

- Work with clients to develop and implement innovative solutions
- Take initiative on both client engagements and internal projects
- Communicate results and discuss issues with project teams and clients
- Gain immediate responsibility for project deliverables

<p>Business Associates (BA) design an approach, analyze data and develop insights for our clients.</p>	<p>Business Information Specialists (BIS) create data-driven solutions and systems to address clients' business needs.</p>	<p>Operations Research Analysts (OR) develop and use analytic models to help clients make sound business decisions.</p>
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Gain Responsibility

An Associate position provides you with immediate opportunities to take responsibility on consulting assignments, gaining exposure to a variety of sales and marketing issues.

<p>Marketing Understanding customers—how they think, why they buy, what they find compelling—is a critical input to developing a successful sales and marketing strategy.</p>	<p>Customer Insights Segmentation Value Proposition Marketing Planning Marketing Performance Measurement</p>
<p>Sales Companies face many challenges in bringing their products and services to their customers. The go-to-market strategy must be carefully developed to generate an optimal return on investment for the sales force and other marketing channels.</p>	<p>Sales Process Development Sales Force Design Territory Design Incentive Compensation Design & Goal Setting Sales Performance Measurement</p>
<p>Sales & Marketing Operations A brilliant strategy is only half of the equation—executing flawlessly is equally important. While achieving operational effectiveness can be challenging, companies that implement well realize superior performance.</p>	<p>Data Management, Performance Reporting & Analytics Incentive Compensation & Goals Administration Territory & Account Planning Sales & Marketing Systems Design</p>

Your work on projects will strengthen your business knowledge and consulting skills while leveraging your analytic ability. With a range of project types at ZS, you can be a true generalist in sales and marketing, or focus in one area and become a world-class expert. ZS offers the opportunity for early client exposure with participation in meetings throughout the project.

Read what some of our Associates have to say about their project experiences:

Marketing Research

"One of my favorite projects at ZS was a market research project. In our small project team of three, I took on significant responsibility in designing the analysis and structuring the presentation. I helped with the presentation storyboard by creating charts and tables that shared the key insights from our survey data. I was solely responsible for the data analysis for this project, and quality was critical. I worked with my project manager to set the timeline required to meet our client's needs. In the end, the client was impressed with our insights, recommendations, and our ability to bring fact-based analysis to guide their decision-making."

Sales Force Design

"A large pharmaceutical company engaged us to evaluate their sales force investment and assist with deployment implementation. We determined the optimal size of the sales force and aligned their sales territories to ensure coverage of their key customers. Finally, we guided their selection of sales personnel, which, for me, was the most rewarding part of the project. During this part, our team facilitated meetings with the client's management, and I led several meetings. The client found our analysis, tools and guidance instrumental in helping them select the best sales personnel."

Incentive Compensation Administration

"My first assignment was on an incentive compensation administration project. We analyzed sales data to determine earnings for over 2,000 sales people. The process is incredibly important for our client, as it impacts over \$50 million of incentive payouts each year. The quality of work produced has been flawless over the years—no wonder the client has trusted ZS for this crucial project year after year."

Boost Your Growth

At ZS, project teams can be small (2-4) or large (5-9+), with people drawn from all levels of the organization and often from different offices. Your learning is accelerated through frequent interactions with Principals, Managers and other experts. As a member of a ZS team, you will help facilitate client relationships.

Learn

While the most important learning occurs on-the-job, ZS is dedicated to developing your knowledge and potential through organized training. Upon joining, a New Employee Orientation provides you with background on the firm and typical project types, as well as training on ZS tools and resources. Additional training sessions are offered continuously and on a just-in-time basis, with content ranging from broad business topics to specific technical instruction. ZS is recognized within the consulting industry as a leader in investing in and training its associates.

Advance

At ZS you will benefit from comprehensive and regular performance feedback from project managers and team members. You will be guided by a Professional Development Manager, but you are the architect of your career. ZS has a flat organizational structure, and advancement is determined by progression of skills and expertise, not tenure.

Associate	Associate Consultant	Consultant	Manager	Associate Principal	Principal
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Realize Your Potential

Individual contribution, teamwork and collaboration are the cornerstones of success at ZS. We seek individuals with:

- Initiative and motivation
- Strong work ethic
- Teamwork skills
- Leadership potential
- Analytic problem solving skills
- Business sense
- Detail orientation
- Communication skills

ZS welcomes candidates across a range of degrees and backgrounds. Associates are a diverse group with degrees in business, economics, engineering or science. The common denominator in an individual's success is a strong academic record and evidence of superior analytic skills.

Interested?

Find out more at www.zsassociates.com. Apply online at www.zsassociates.apply2jobs.com.

To apply, submit your application materials and complete our online assessment for one of the **Associate** positions.

