Downloaded from <https://www.velvetjobs.com/job-descriptions/hcm-consultant>

# Example of HCM Consultant Job Description

Our innovative and growing company is searching for experienced candidates for the position of HCM consultant. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

## Responsibilities for HCM consultant

* Performing screening or testing as required
* Confirming the change met customer needs following implementation
* Help mentor newer consultants
* Partner with sales and delivery teams to estimate project scope and assist in RFP responses
* Partners with HCM Consultants, Business Analysts and Resource Managers to align with strategic client needs
* Develops relationships with clients by building rapport with the user community and key stakeholders
* Ability to establish trust and credibility with clients
* You will receive the best training through our on-boarding programme where you’ll spend a week in our global HQ in California
* Following this you will then be equipped to use your in-depth product knowledge to provide ERP expertise to the sales team and the customer through sales presentations and product demonstrations
* Assist in assessing potential application of company products to meet customer needs and prepare detailed product specifications for the development and implementation of customer products/applications/solutions

## Qualifications for HCM consultant

* Fluent in English and German is essential
* 1-3 years designing, configuring and testing SaaS solutions focused on Talent Management
* Implementation experience with CSOD suite strongly preferred
* Specialty certification (e.g., SPHR, PMI) a big plus
* Ability to work from the London UK office and travel up to 30%
* Extensive knowledge of building Financial / HCM Management reports for management and executives