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# Example of HR Business Consultant Job Description

Our company is looking for a HR business consultant. We appreciate you taking the time to review the list of qualifications and to apply for the position. If you don’t fill all of the qualifications, you may still be considered depending on your level of experience.

## Responsibilities for HR business consultant

* Coordinates with the assigned business unit client group to ensure delivery of additional HR Resources, such as Organizational Effectiveness and Design, Talent Management, Recruiting, and Compensation
* Makes recommendations relative to trends in employee relations issues
* May conduct/participate in the recruiting of direct reports and conduct/participate in the completion of performance evaluations for any direct reports
* Provide direct HR services to select client groups, focusing on optimizing talent optimization
* Identifying client opportunities – with existing and/or new clients
* Bringing new ideas to clients
* Supporting the development of change management strategies and plans, including work management plans, to deliver the required business outcomes on time and in budget
* Developing and delivering all change management activities required to support successful implementation of a project
* Working closely with key stakeholders to ensure the change program is pragmatic and business-led
* Work closely with HR leadership and business partners to ensure the efficient, accurate, and timely exchange of information

## Qualifications for HR business consultant

* Educated to at least Bachelors degree level (ideally in Business, Human Resource Development) with experience of Organisational Development & Design, Change Management, Workforce planning)
* Operating in a progressive, digital and/or transformational environment and who understand and can shape the people practices within
* Able to demonstrate strong communication and interpersonal skills to exert influence
* Able to use initiative and prioritise workload
* SAP HCM experience - PA/OM mandatory
* HR business process understanding in the Services environment (PA/PY)