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# Example of Resourcing Manager Job Description

Our company is growing rapidly and is looking to fill the role of resourcing manager. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for resourcing manager

* Providing best-in-class and compliant end-to-end operational recruitment activity
* Ensures planning, monitoring, and appraisal of employee work results by project managers to coach and discipline employees
* Optimizes manpower resources across departments for each flight schedule to support the achievement of EWR objectives
* Works with station leaders to deliver final manpower targets for each flight schedule based on schedule structure, process standards, labor contract constraints, volumes and risk factors
* Develops highly detailed analytics and tools to problem solve and drive successful resource planning outcomes
* Responsible for short-term planning manpower delivery ensuring operational effectiveness and overall station personnel budget
* Proactively identifies opportunities to improve operational and cost performance
* Analyzes labor contract and potential service standard change and flight schedule change scenarios
* Works with departments to establish shift and vacation bids that reduce service defects while controlling costs
* Ensures seamless accounting of station payroll processes

## Qualifications for resourcing manager

* Understand and maintain a good knowledge of our service offerings, our business, to effectively communicate our positioning and value-add to graduates/ analysts (internal) and to universities/ recruiters (external)
* Maintain and regularly communicate with Principals/ Team leads to understand their resourcing needs and staffing requirements, including improvement areas to work on for the graduate program
* In conjunction with the Principal consultants, develop an ongoing training programme for all Analysts and Associates
* A very good understanding of consulting organisations and in particular consultant utilisation and project resourcing
* Proven track record in developing, executing and managing a graduate program in a mid-size professional services organization
* Experience of managing and developing training programs