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# Example of Strategic Workforce Planning Job Description

Our company is growing rapidly and is hiring for a strategic workforce planning. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for strategic workforce planning

* Developing strategic insights that will support modernization initiatives and organizational growth
* Actual HC & LC variance follow-up and analysis vs
* Creates project deliverables and communicates across HR and business areas
* Serves as Program Director for Strategic Workforce Planning effort, inclusive of Executive Steering Committee Tollgates
* 5+ years of experience in strategic workforce planning or human capital strategy
* 2+ years of experience leading a workforce planning initiative
* A minimum 2 years of experience working on People Analytics projects
* 10+ years of relevant professional work experience, a majority of which in an HR or a strategy role
* 3 years of experience in executive reporting at the C-suite level
* Consistently demonstrates values of humble/hungry/smart

## Qualifications for strategic workforce planning

* Mobilize and measure the efforts around workforce planning goals, , partner with key stakeholders within the businesses and cross functional partners (eg
* Partner with HR Operations and Workforce Analytics and Compliance Center of Expertise to translate business requirements into meaningful information and metrics that can then be utilized to create compelling workforce stories that inform leaders and drive them to make strategic human capital related decisions
* Collaborate with senior leaders, HRBPs, Talent Management, and Diversity Leads to integrate workforce planning goals and to reconcile workforce plans vs
* Skilled at designing and implementing effective processes to drive results (can simplify complex processes
* 3+ years of experience within the workforce and/or business planning discipline, including direct experience with HCM metrics, benchmarking, data analysis, predictive modeling, headcount forecasting/budgeting
* Minimum of 8 years of financial modeling and analysis experience required