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# Example of Talent Development Consultant Job Description

Our company is growing rapidly and is searching for experienced candidates for the position of talent development consultant. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for talent development consultant

* Consult with internal clients is areas such as Talent Assessment, Career Coaching, and Internal Organizational Development
* Partner with Talent Acquisition team in providing personnel selection and talent assessments for potential new staff / candidates
* Work with internal teams and staff in career development feedback sessions, succession planning and other internal organizational development projects
* Additional related responsibilities and projects as assigned
* Analyze a client situation to define and propose a learning strategy
* Create engaging learning activities and compelling course content that enhances retention, skill building and knowledge transfer
* Work with subject matter experts (SME) and identify target audience’s training needs
* Conduct instructional research and analysis on learners and learning contexts
* Visualize instructional graphics, the user interface and the finished product in different formats (ILT, WBT)
* Decide on the criteria to be used to effectively impact learner’s performance and develop assessment instruments

## Qualifications for talent development consultant

* Facilitate the development and implementation of strategies and solutions supporting leadership effectiveness and employee engagement
* Working with the business / learning leaders to develop, enhance and execute the business unit technical curriculum in a timely and innovative manner
* Managing all key stakeholder relationships with the RA People Partner, Service Area Leaders and Operating Unit Leads on all matters relating to employee learning
* Working with the Global RA Learning team to identify and leverage global resources
* Supporting the RA learning coordinator with day to day running of learning programs including delegating relevant tasks to support their personal development goals and provide stretched opportunities
* Managing the RA Graduate Induction program with the support of P&P