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# Example of Talent Management Consultant Job Description

Our innovative and growing company is hiring for a talent management 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 talent management consultant

* Assess the health of our leadership pipeline
* Collaborate with Human Resources and client group(s) on implementation and communication of change activities related to new technology, training, process changes
* Act as design consultant, builder, and quality assurance on collateral materials and information sites such as SharePoint
* Support defining the Learning Strategy and Training Plan
* Support business readiness and deployment activities
* Plan and participate in the succession planning sessions with the business
* Leading succession planning and development activities
* Creating, managing, and measuring an integrated coaching process in collaboration with HRBPs and leadership
* Managing the performance management process
* Consulting with leaders, HRBPs, and OETM resources on individual and team performance

## Qualifications for talent management consultant

* 5-10 years experience partnering with business leaders in human resources and/or talent management
* Ability to think strategically about aligning talent to the strategic priorities of the business and creating capability
* Strong quantitative and analysis skills
* Effective in making high quality decisions and taking decisive action
* 5+ years of OD or TM experience or related field
* Previous experience with developing competency modeling, career path progression, succession planning, leadership/management development programs