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# Example of Talent Management Consultant Job Description

Our growing company is searching for experienced candidates for the position of talent management consultant. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

## Responsibilities for talent management consultant

* Consulting with HRBPs, leaders and other OETM resources to increase their ability to positively impact team and individual performance
* People - Right Management cares about people and the role of work in their lives
* Innovation - Right Management leads in the world of work
* Social Responsibility - Right Management is an ongoing demonstration of social responsibility in action
* Capture, build and share internal and external knowledge
* Collaborating with and managing external selection and assessment vendors to develop and validate all types of selection tools (cognitive ability, situational judgment, biodata, personality, skills assessments, structured interviews)
* Recognizes strategic needs
* Involve in discussions and work closely with Project Manager in developing recommendations for presentation to client management
* Implement recommendations with project and client team members
* Provide support to clients to deliver organisational and change initiatives

## Qualifications for talent management consultant

* Design metrics or gather and report on established metrics and leverage analytics to develop insights on talent, performance management and leadership strategies
* Analyze high potential data as it relates to successor data
* Produce quarterly reports on high potential movement
* Master's degree in industrial-organizational psychology or a related area
* 2 years experience designing and facilitating leadership team discussions
* Knowledge of science and practice of job analysis, competency models, assessment design and validation