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# Example of Talent Management Consultant Job Description

Our company is growing rapidly and is looking to fill the role of talent management 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 management consultant

* Conduct assessment of organizational talent needs
* Proactively address and respond to talent needs by bringing key stakeholders together to identify talent gaps and gain consensus on appropriate talent management interventions
* Design and lead program evaluation strategy to measure the effectiveness in achieving the program objectives, and work with COE program management to ensure lessons learned are incorporated into iterative designs and future programs
* Provides leadership for TM initiatives, including planning and execution of programs for executives, high potential employees, front line leaders and all other segments of leadership
* Partner with other members of the HR team and key stakeholders from the business to deploy TM programs that align with broader business and HR goals
* Designs and develops learning procedures and programs
* You'll participate in the company's strategic direction for IT with focus on implementing a solid talent acquisition strategy and practice
* You will monitor recruiting sources and effectiveness for hiring IT roles, leveraging job boards, professional associations and social networking sites
* You will strive to understand relevant trends in the IT industry and provides guidance and mentorship to corporate recruiters sourcing for roles
* Serve as strategic consultant as it relates to organizational development to meet the needs of the IT organization

## Qualifications for talent management consultant

* 3-6 years previous experience as an external/internal consultant or in a Global Human Resource role/function, Organizational Effectiveness, Talent, Leadership Development
* Organizational skills and an ability to be self-directed
* Superior written and verbal communication skills and ability to succinctly and simply convey information
* Creative thinker who applies logic to create solutions, find data, and contribute to the overall success of the function
* Must have a Bachelor’s degree in Management, Business Administration, I/O Psychology, Organizational Behavior or related field
* Ability to synthesize and analyze HR data to identify trends and relationships, inform solutions and measure impact