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# Example of Workforce Strategy Job Description

Our company is looking to fill the role of workforce strategy. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for workforce strategy

* Plays a significant role in identifying new strategy consulting opportunities with our clients, shaping proposals, and gaining client agreement/approval to move forward
* Leads strategy engagements
* Managing activities and deliverables against plan, reviewing draft output, and providing feedback/coaching to project team members
* Assesses and manages risks and issues, ultimately ensuring that project objectives are achieved
* Determine types and levels of recruiting services that best fit the needs of different client segments across the academic and administrative units of the university
* Oversee the design, development, and implementation of external recruitment and internal transfer programs to satisfy the organization's total staffing requirements
* Lead a team of recruiting professionals responsible for the recruitment and selection process of regular and temporary candidates and for providing training in state-of-the-art recruitment techniques, processes, and technologies
* Ensure employment practice compliance with state and federal laws, contractual obligations, and university guidelines
* Assess talent supply (internally and externally), define critical gaps, and develop integrated talent strategies to close the gaps
* Develop and implement cohesive talent management systems, programs, and initiatives utilizing contemporary, blended learning approaches, and leveraging technology and learning systems as appropriate

## Qualifications for workforce strategy

* Devise and manage Human Capital initiatives and part of strategy
* Business acumen
* Proven HR experience to include time spent in a HR Business Partner role or a strong management consulting background with a good working knowledge of HR
* Master's or advanced degree in Information Management, Operations Research, Industrial Engineering or other related discipline
* 10+ years of experience in big data management and constructing data-based solutions
* Ability to effectively manage and develop team members