



Example of Resourcing Manager Job Description

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

Responsibilities for resourcing manager

- Providing best-in-class and compliant end-to-end operational recruitment activity
- Ensures planning, monitoring, and appraisal of employee work results by project managers to coach and discipline employees
- Optimizes manpower resources across departments for each flight schedule to support the achievement of EWR objectives
- Works with station leaders to deliver final manpower targets for each flight schedule based on schedule structure, process standards, labor contract constraints, volumes and risk factors
- Develops highly detailed analytics and tools to problem solve and drive successful resource planning outcomes
- Responsible for short-term planning manpower delivery ensuring operational effectiveness and overall station personnel budget
- Proactively identifies opportunities to improve operational and cost performance
- Analyzes labor contract and potential service standard change and flight schedule change scenarios
- Works with departments to establish shift and vacation bids that reduce service defects while controlling costs
- Ensures seamless accounting of station payroll processes

Qualifications for resourcing manager

graduates/ analysts (internal) and to universities/ recruiters (external)

- Maintain and regularly communicate with Principals/ Team leads to understand their resourcing needs and staffing requirements, including improvement areas to work on for the graduate program
- In conjunction with the Principal consultants, develop an ongoing training programme for all Analysts and Associates
- A very good understanding of consulting organisations and in particular consultant utilisation and project resourcing
- Proven track record in developing, executing and managing a graduate program in a mid-size professional services organization
- Experience of managing and developing training programs