

Professional Development and Talent Management Manager- Midtown NYC

Employer: Major Global Consulting firm providing financial services consulting to major global clients.

Some relocation possible.

Compensation: Competitive Base, Bonus, Profit Sharing, full-benefits
REQUIRED QUALIFICATIONS:

BS degree from premiere school, plus at least two to four years relevant professional human resources experience, to include internal and external staffing, professional training and development, talent management and HR project work.

IDEAL CANDIDATES

will have prior experience with management consulting or financial services, AND "talent management", and a minimum of 4 years business experience. Master's preferred, but not required.

RESPONSIBILITIES:

A. Resource Allocation:

§ Manage both internal and external staffing and professional development for NA Financial Services to optimally match the needs of the client, firm and individual.

§ Work as part of global staffing team to assure that needs are being met and that firm resources are being leveraged as appropriate.

§ Track staffing needs, staffing assignments, project information and consultant feedback and provide reporting to HR and firm leadership.

B. Professional Development:

§ Provide career development counseling and guidance to consultants.

§ Work with teams to ensure that consultants are maintaining steep development trajectories.

§ Ensure that formal performance management and staffing decisions are integrated.

§ Help to identify training needs and work with training and development manager to develop and deliver trainings.

§ Keep “finger on the pulse” on consultant satisfaction and retention.

C. General Human Capital (HR) Management:

§ General Human Capital management for consultants (e.g., mobility, immigration, other problem solving as necessary)

§ Manage new hire integration process, linking new consultants to resources at the firms such as their “buddy” (a more experienced consultant) and their “Consultant Development Advisor.”

D. Firm-building and Special Projects:

§ Manage work-life balance scorecard and follow-up in conjunction with NA Head of HC.

§ Work with HC team and firm leadership to identify cross-cutting issues and develop solutions.

§ Help to structure and participate in Townhalls and other gatherings of consultants.

§ Identify, develop solutions and lead innovations to our development approach and people systems.

§ Other responsibilities as needed.

REQUIRED QUALIFICATIONS:

See above. BS, plus at least 2-4 years of financial services, management consulting and business experience.

CANDIDATES MUST HAVE HUMAN RESOURCE EXPERIENCE INCLUDES BOTH INTERNAL AND EXTERNAL STAFFING, AND PROFESSIONAL DEVELOPMENT AND TALENT MANAGEMENT.

People Skills/Personal Interactions:

§ Excellent communication, professional maturity and interpersonal skills.

§ Ability to deal well with people at all levels and across cultures.

- § Enthusiasm, flexibility, and "can-do" attitude.
- § Ability to stay calm and collected in a fast-paced and high pressured environment.
- § Ability to integrate smoothly into the firm community and organization.

Process Skills:

- § Detail and process orientation while maintaining ability to see "big picture" and think strategically.
- § Willingness to learn firm people processes.
- § Ability to manage competing demands, push back diplomatically as appropriate, surface issues as needed and manage confidential information with discretion.
- § Ability to multi-task, handle high volume of requests, and to prioritize and manage own time effectively.

Content/Qualifications:

- § Resourcefulness, organized and creative problem solving ability.
 - § Impeccable judgment, negotiation, and objectivity.
 - § Ability to be a self-starter with demonstrated initiative taking as well as to serve as a key member of a high-performing team.
 - § Bachelor degree with relevant graduate degree a plus.

Please send resumes to ohhr5@yahoo.com.