

CLIENT SOLUTIONS CONSULTANT

JOB REF: 0525

Our Client is a small Human Resource Consulting and Technology company based in Belfast who work with businesses and organisations in Ireland, the UK, Europe, the Middle East and Africa. They are seeking a suitably qualified and experienced Client Solutions Consultant to fulfil the functional relationship between Client Business, HR Process, Psychology and Technology.

Job Purpose

You will be responsible for solution design, development and delivery by engaging multiple clients globally to facilitate the design, development and deployment of bespoke HR Consulting and Technology Solutions.

Responsibilities:

- The successful candidate's primary responsibility will be to engage with Clients once the sales team have identified opportunities.
- They will use their expert knowledge and experience in Business Process Optimisation and Human Resources to design bespoke solutions for clients using the Recruitment & Assessment Platform by Profiling Job Roles to Psychometric Behavioural, Motivational and Cognitive markers.
- Identifying opportunities for solutions in the Recruitment, Learning & Development, Employee Engagement and Performance Management spheres will set the course.
- Once solutions are agreed, the successful candidate will put to use their proven negotiation skills at C-Level to conclude commercial agreements with Multi-National Corporates, Government Departments, Militaries and even some Small Business Clients.
- The agreed solution will then be handed to the Development team where the candidate will oversee the design, implementation and roll-out of the solution until it is handed over to the Client Service Executive. Project Management experience will stand you in good stead to be successful here.
- The successful candidate will manage a small on-site team, and various suppliers, stakeholder and partners globally.

Person Specification:

- Highly motivated and disciplined self-starter.
- Innovative thinker.
- Keen Business Acumen and Organisational Skills.
- Exceptional Written and Verbal communication skills and the ability to engage confidently at all levels.
- Independent workstyle whilst driving the organisational vision, culture and goals.
- Strong Leadership skills with the ability to delegate and develop others.
- Ability to work well in a team environment.
- Target Driven and Customer Focussed.
- A keenness to learn and further develop your own abilities.
- Willingness to travel locally and internationally.

Qualifications and Experience:

- Suitable, Formal 3 Year Business, Process Engineering or Project Management Qualification.
- 5+ Years Project/Process Management Experience in the Services/Consulting Industry.
- 5+ Years Senior Operational Management Experience (Including Team and People Management).
- In Depth understanding of general Business Processes in all of the functional silos within general Business Processes.
- In Depth Understanding of Commercial Agreements, Contracts and GDPR.
- Native Understanding of the Human Resource Process and the cross functional impact on Operations, Finance, Quality, Productivity, ICT, etc.
- Thorough and demonstrated understanding of Psychometric theory and Measurement especially regarding principles around Behaviour, Motivation and Cognition.

Contact Con Gallagher on 028 8676 0044 for a confidential chat or submit your CV via the link.

The Company reserves the right to vary criteria at the shortlisting stage.

Spectrum Employment Solutions is an equal opportunities employer and welcomes applicants from all backgrounds.

DATA PROTECTION

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