



**The Leadership Team is an international training and consultancy business offering multidisciplinary expertise to support all levels of leadership – from boards to senior executives to emerging leaders – across all areas of an organization, including governance, human resources, organization development, business management, talent resourcing.**

*The Leadership Team is recruiting for the following role:*

## **Human Resources/Business Consultant**

### **Role Definition:**

The HR Business Consultant will work with Lead Consultants and be a valued contributor to The Leadership Team's business. There are two main responsibilities: 1. To participate in customer needs analysis and the ongoing development of value-adding solutions to challenges faced by East African organisations 2. To develop and implement a portfolio of projects which will support clients in achieving their important goals.

The job holder will be an efficient execution specialist who can write a winning project proposal, give expert advice with credibility and work independently to deliver excellent results.

### **Responsibilities:**

- Participate in research and development activities; contributing to the steady development of a portfolio of unique and value-adding products.
- Liaise with strategic partners & keep abreast of emerging research in Organisation Development, Occupational Psychology & International Development; be a technical expert.
- Work with Lead Consultants to identify products/solutions that have the potential to add value to clients; build personal capacity to deliver effectively.

- Identify potential business opportunities and work with lead consultants to ensure that a winning proposal is developed; conduct client sales presentations as required.
- Work with Lead Consultants to develop a project plan for each assignment; including communicating clear expectations to any associates involved in the project.
- Deliver assignments on time and to standard, going the extra mile to ensure client satisfaction; ensure that desired outcomes & impact are achieved.
- Conduct learning reviews at the end of each assignment; communicating improvement needs to the team as required and obtaining client M&E data/endorsements.

### **Educational Qualifications:**

- Bachelor's in Human Resources Management, Occupational Psychology, Business Administration (with HR modules) or other relevant degree.
- Or General Bachelor's Degree plus Chartered Membership of CIPD or equivalent body.
- PGD in Human Resources (advantage).

### **Required Skills:**

- Proficient working knowledge of MS Office suite of software applications and tools, including Microsoft Word, PowerPoint, Visio and MS-Outlook.
- Solid knowledge of all common HR laws and related statutory regulations (Uganda essential; East African preferred).
- Solid knowledge of HR best practices relevant to HR policies & procedures, learning & development, and organisation design.
- Ability to work with data/ information; achieving thoroughness and accuracy when accomplishing pieces of work.
- Must be able to demonstrate self-management to deliver projects on time, to customer satisfaction in a changing environment.
- High standard of English language including the ability to write an excellent report with a corresponding track record of superb written work.

### **Job-related experience and knowledge:**

- At least 3-5 years recent experience as an HR Generalist / Manager or a Learning & Development or Organisation Development expert in a large organisation.
- Experience in delivering consultancy assignments, as an HR Business Partner within a large organisation, or project manager; or working as a consultant in a consultancy/audit firm.
- A proven track record of supporting multiple levels of management.
- Proven ability to advise business owners & executives and senior managers regarding complex HR and organisation issues.
- A track record of professional relationship-building; able to build relationships, influence multiple layers of management and work in multi-cultural organisations.

### **How to Apply:**

Please make applications by sending your cover letter, CV and academic papers in one document (max 5MBs) to [recruitment@theleadershipteam.org](mailto:recruitment@theleadershipteam.org).

The deadline for all submissions is 5:00 pm on 4<sup>th</sup> April 2022. Please note that only successful candidates will be contacted.

For more information, please visit our website, [www.theleadershipteam.org](http://www.theleadershipteam.org).