



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 a HR Generalist / Manager or a Learning & Development or Organisation Development expert in a large organisation.*
- *Experience of 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 & executive 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 clicking on the link <https://tlt.hrmagic.ug/careers/job?id=MTQY> and follow the instructions.

Deadline for all submissions is 5:00pm on 14th April 2019. Please note that only successful candidates will be contacted.

For more information, please visit our website, www.theleadershipteam.org.