

HR Transformation Consultant-Talent & Transformation

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Introduction

At IBM, we know that transformation drives change, and it is in our DNA to continuously transform. Our Business Transformation Consultants help drive large scale change that spans IBM business units and geographies. As a part of this team, you will have the unique opportunity to be a part of driving IBM's ongoing transformation as a company that continuously innovates and leads the market.

Your Role and Responsibilities

IBM's Talent and Transformation business is seeking Managing / Sr. Managing HR Transformation Consultants to be part of our team.

In this position, the candidate will work directly with clients to understand and co-create their HR digital transformation journey. The candidate will use their deep skills, expertise, and experience in HR strategy, change management, target operating models, HR process redesign, and modern HR technology to create the best digital experience for clients and their employees.

- Co-create with clients to define their HR digital transformation journey and strategy to a modern cognitive business
- Develop AI and automation-enabled client solutions that position HR as a partner and strategic business leader within their business
- Re-invent and redesign HR processes leveraging digital technology to bring to light new HR operating models, process innovation, automation and achieve client's business case objectives
- Use big data analytics to lead HR Transformation helps clients shape, plan, implement, and realize their business vision
- Act as a trusted advisor to senior HR leaders on shift to cloud HCM decisions
- Participate in global account teams to build end to end client proposals

Required Professional & Technical Expertise :

Specifically, this candidate will:

The ideal candidate for this role as a Managing / Sr. Managing Consultant will have a minimum of 8 years' experience as an HR consultant with deep expertise in at least one of the following areas and working knowledge across many:

- HR Digital Transformation Strategy
- Digital Learning Programs
- Enterprise Skills Transformation

- HR Process Redesign
- Dynamic HR Operating Model Redesign
- Culture Assessments and Organizational Redesign Approaches
- Robotics Process Automation
- HR AI Technology
- Workforce Planning and Analytics
- HR Cloud Transformation Strategy in Workday, Successfactors, Oracle
- HR Delivery Strategy
- HR Data Management Knowledge