

# Recruitment person specification

<b>Position title</b>	Senior Consultant (AskHR/HR Operations)
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Guidance on [how to complete a high quality person specification](#) is on the Orb.

## Role requirements

### Experience requirements

1. Proven ability to plan and manage a team of HR professionals [Essential]
2. Strategic thinking and contributing to organisational decision-making [Essential]
3. Continuous improvement using systems and/or technology [Essential]

### Knowledge, skills and understanding requirements

1. Highly developed leadership and management skills [Essential]
2. Ability to develop productive relationships with key stakeholders [Essential]
3. Detailed knowledge of HR legislation and/or council policies [Essential]
4. Influencing and negotiating with others, developing strong relationships across an organisation [Essential]
5. Analysing and resolving complex issues, assessing impacts and implementing recommendations [Essential]
6. Coaching and supporting staff in aligning with organisational behaviours [Essential]

### Qualifications and training requirements

1. CIPD Level 5 Qualification (or greater), or equivalent demonstrable experience [Desirable]

### Job specific requirements

1. Detailed knowledge of Oracle HR [Desirable]
2. Detailed knowledge of the HALO/askHR system [Desirable]