

## **Human Resources Consultant 4**

In partnership with the CTS (Corporate Trust Services) MBS (Mortgage-Backed Securities) leadership teams, the Human Resources Consultant 4 will be responsible for organization design and development, influencing business strategic planning and business plan development and aligning/synthesizing HR goals and objectives against same. Influence senior management team to consider implications of business decisions across CCG/CTS and Home and Consumer Finance Group ("HCFG"). Drive strategies and actions that support team and organizational efforts. Challenge the thinking and status quo.

Anticipates opportunities to influence and lead change that will achieve desired business results and consults with leaders and acts as a strategic partner in all phases of large and complex change management projects.

Drive improvement in organization capabilities, identify gaps, and develop solutions that support a business results-driven culture that recognizes People As A Competitive Advantage ("PACA"). Drive management accountability through effective coaching, influencing and development and/or implementation of human resources tools, training and other programs. Lead organizational effectiveness efforts through performance management, career development, change leadership and selection and talent management processes. Facilitate and drive succession planning efforts within business channel; proactively identify talent, skill gaps and development plans.

Deliver core human resources services and programs, in partnership with human resources shared services groups. Align efforts across CCG/CTS and HCFG to ensure consistency of the human capital strategy and human resources functional model. Active participation on corporate, HCFG-wide, or division-wide projects, which may include a leadership role

### Qualifications Required:

Minimum 10 years of strategic HR experience with demonstrated intuitive strategic thinking capabilities

Experience partnering in a senior level human resource role focused on strategic business partnership.

Demonstrated ability coaching senior leaders

Solid business acumen

Expertise in organization design and development, advanced facilitation and influencing skills.

Demonstrated change management skills and the ability to make connections to the greater strategy.

Excellent consultation, influencing and partnering skills/abilities with HR partners and business executives/leaders

Demonstrated ability to collaborate with multiple business partners and stakeholders.

Experience working in a human resource function in a rapidly changing and/or in a highly complex, matrixed organization.

Results driven

Excellent conflict resolution skills

Experience working in an environment with minimal direction and ambiguity

Advanced HR practitioner skills are also required.

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