

Humanity – Senior Consultant

Introduction

Humanity is an end-to-end Human Capital consultancy based out of Sandton, Johannesburg.

We offer bespoke, high-quality people solutions to our clients across a wide range of industries, in Europe, Middle East and Africa.

At Humanity, we are changing the world by changing how people work. We pride ourselves on using unique methodology and expertise to create incredible employee experiences – which could include exciting & challenging work in one or more of the following fields:

- *Culture Transformation*
- *Diversity & Inclusion*
- *Leadership Development*
- *People Strategy*
- *Talent Management*
- *Learning & Development*
- *Coaching & Mentorship*
- *HR Operations*
- *Change Management*
- *Talent Acquisition*
- *Performance & Engagement*
- *Rewards & Recognition*

The Role

We are looking for a Senior Consultant for a highly independent position, in our rapidly evolving and dynamic business.

Some of your daily activities would include:

- *Managing client relationships (at a Manager and Executive level)*
- *Resolving client queries & requests*
- *Designing & rolling-out solutions & frameworks for clients, often across multiple themes in multiple regions / countries*
- *Researching & integrating information to create unique programs & processes*
- *Supporting Business Development by identifying opportunities for new or expanded business.*
- *Analysing & providing insight on a variety of client HR / People data*
- *Collaborating & Project Managing cross-functional project teams on delivery*
- *Guiding & coaching junior consultants*

What kind of person will do well in this position?

- **Highly Motivated** – You'll be working within a small team with big goals. This role is perfect for someone who is comfortable with light supervision and lots of freedom to take initiative, work differently, and solve problems independently in order to achieve measurable results.
- **Good Communicator** – Because of the independence of this role, you will be expected to manage and build relationships with senior professionals without much supervision. A high

EQ and good active listening & communication skills are essential.

- **Creative / Innovator** – We don't like "copy paste" solutions. Every client & every problem is unique – so the best person for this role will be someone who enjoys researching new concepts, taking onboard new information, and venturing into the unknown.
- **Enthusiastic Collaborator** – Our projects teams are often made up of a variety of different experts, so you will be challenged to integrate a range of opinions, information and working approaches. The best fit for this role will be someone who is empathetic, open to compromise & honest feedback, but also confident enough to voice their own thoughts in order to deliver the right value for our clients.
- **Ethical** – As Human Capital advisors our work not only affects business, but people's lives, so we must hold ourselves to the highest ethical standards of behaviour. The right person for Humanity will be someone who has the conviction to say and do the right thing at all times, even when no-one is looking – and even when that means challenging the status quo.

Minimum Requirements

- 6+ years' working experience in at least one or more of our above focus areas
- NQF 7 Qualification and/or above
- 2+ years' working at a Senior Consultant level (or Senior Specialist if in a non-consulting field)
- Coaching qualification would be a bonus

Why else is Humanity awesome?

- We offer flexible work – a blend of in-office and at-home (although sometimes this may shift depending on your client/project requirements)
- Our leave days are unlimited
- We have one of the best team cultures around – we are a bunch of weirdos and proud of it, and we truly welcome you to bring your whole self to work
- We offer Medical Aid & Life Cover
- You'll gain access to our network of incredible coaches for in-house professional development

Salary: R650-750k CTC, excluding bonus or incentives