

Talent Manager (Staffing/ Resource Management) - Dubai or Riyadh

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Company: Marsh & McLennan Companies

Location: dubai

Category: other-general

Talent Manager (Staffing/ Resource Management) - Dubai or Riyadh page is loaded Talent Manager (Staffing/ Resource Management) - Dubai or Riyadh Apply remote type Hybrid locations Dubai - Media Riyadh - Faisaliah time type Full time posted on Posted Yesterday job requisition id R_261090 Company: Description: Oliver Wyman is a global leader in management consulting. With offices in more than 70 cities across 30 countries, Oliver Wyman combines deep industry knowledge with specialized expertise in strategy, operations, risk management, and organization transformation. The firm has more than 5,000 professionals around the world who work with clients to optimize their business, improve their operations and risk profile, and accelerate their organizational performance to seize the most attractive opportunities. Oliver Wyman is a business of Marsh McLennan (NYSE: MMC). For more information, visit www.oliverwyman.com. Follow Oliver Wyman on Twitter @OliverWyman. Oliver Wyman is a wholly owned subsidiary of Marsh & McLennan Companies (NYSE: MMC). For more information, visit www.oliverwyman.com. Oliver Wyman is now looking for a Talent Manager (Staffing/ Ressource Management). This role can be based out of our Dubai or Riyadh office. The Opportunity We are looking for an exceptional individual to join the Talent Management Team for India, Middle East and Africa. This is a highly demanding position in a fast-paced, professional services environment. The IMEA region covers several countries, and this role would be responsible for staffing, developing, retaining and managing the consultant population of individuals as well as leading on all talent related topics for at least one of the offices. This role is integral to the smooth running of the business. Key responsibilities of the role include: Staffing of Projects Independently

responsible for the staffing of Associates through to Principals throughout the IMEA region for selected industries (80+ individuals)Senior stakeholder interaction, business partnering, being a trusted resourcing advisor, including buy-in for staffing options and decisionsUnderstand consultant performance, skills and development needs to facilitate a smooth staffing processUnderstand consultant skills, development goals and preferences in order to drive their personal development through strategic staffingUnderstand the pipeline of potential projects and be pro-active in raising issues and concernsTeam and collaborate with other TMs (ACG, CCG, Specialists /other geographies) to find solutionsRun regular meetings with Industry Heads, Office and Market LeadsTalent ManagementBuild relationships with consultants and develop a rounded view of their capabilities, professional goals, personal interest, and situationsManage the information and dialogues around wellbeing and work-life-balance of consultantsPartner with key stakeholders in the business to discuss a wide variety of strategic priorities: pyramid and capacity planning for respective industries and capabilities, performance management, overall staffing process, engagement etc.Analyze trends and metrics and provide insights on these trends to the business and work with business on appropriate solutionsSupport the business in planning and delivering extensive changesIdentify training needs of employees within the respective units, discuss these needs with the business, Regional Head of Talent Management and L&D ManagerGuide Career Advisors on how to counsel, coach and guide employees to improve performance and engagement overallWork closely with the Regional Head of TM to lead or get involved in a variety of HR projects/initiatives in the IMEA region when the need arisesPerformance ManagementActively engage in career review process working closely with the Performance Management function and participate in review processesWork with the Performance Management function, reviewing reports provided with respect to performance tracking of employees and discussing trends and proposed solutions with the businessWork with career advisors and consultants to develop thoughtful career discussions and plansUnderstand the competency model of consultants and have discussions on ways in which they can improve their toolkitReportingReview relevant reports (utilization, staffing, OW Balance, etc.) and discuss any trends with the businessCo-ordinate the production of weekly consultant availability long lists and keep these up to date throughout the weekWork with the performance management function to ensure that updated skills attained on projects are updated in employee availability sheetResponsible for accuracy and management of data in resource planning database (Retain, Certinia) and WorkdayEnsure

starter and leaver information is accurately recorded Ensure training courses are accurately reflected in RetainRun the weekly project extension and roll off updates Input to monthly Retain/Timesheet variance process Who we think will be perfect for this role... Experience Required Ideal candidates will have a bachelor's degree and 3+ years of relevant professional experience in a fast-paced and dynamic client services business environment, ideally from a Management Consulting or Big 4 Consulting firm Experience balancing ever-changing work demands in a challenging environment with numerous stakeholders to satisfy Proven ability to foster relationships at all levels of the organization Skills and Attributes Excellent communication, teaming and organizational skills Ability to provide strategic guidance on any HR related area to the business Ability to create trusted relationships with stakeholders in the business Highly self-motivated with excellent interpersonal skills and the ability to work effectively with diverse personalities and different cultures Ability to juggle several tasks at once, organize, priorities and manage own time Flexible attitude, hard-working, be prepared to step outside of job description if needed Attention to detail and high level of accuracy Ability to work with confidential data A team player able to function independently, but collaboratively, in a fast-paced environment An individual known for his/her enthusiasm, integrity and willingness to "roll up his/her sleeves" to get the job done, even Technical Skills Strong Word, Excel, and Outlook skills. Fluent in English (written and verbal) Experience working with a resource management system highly desirable Proficient with data analysis and reporting Why join us at Oliver Wyman? At Oliver Wyman, we lead with heart - we love what we do and have fun while we do it! We also strive for breakthroughs by questioning, seeking diverse perspectives, and finding powerful and sustainable solutions. If you share these values and want to work as one and own our impact at the same time, be brave and achieve the amazing with us! We're individuals who are self-starting, motivated, energetic, entrepreneurial about what we do We have the common aspiration to have an impact, leave a legacy and change the world. We have no interest in running a steady-state business. We want to build, grow and shape the environment around us We value an environment where every member of Oliver Wyman is encouraged and expected to voice his or her opinion We believe that to create a true meritocracy we need to remove artificial barriers to opportunity We value people whose lives balance work and non-work activities because we believe they are both more interesting colleagues and are able to make better contributions to the Firm. We push ourselves hard to deliver excellence, but we also work to extract the maximum benefit from the flexibility of a project-based business.

We provide the ability to take career breaks for personal or family reasons. We fundamentally value each other's time and are sensitive to how it is used. We are an output not input-based culture, have respect for people's personal decisions, and believe that one's workload must be sustainable. We seek balance for ourselves and our colleagues. To learn more, please follow us on Facebook, LinkedIn or Twitter: OliverWyman. www.oliverwyman.com/careers

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