



shilo. consultant success profile

Role Summary

shilo. are a team of experienced, innovative HR thinkers who create people solutions tailored to our client's business needs. **shilo.consultants** support our clients with people projects; create people solutions to future proof businesses; help scale up or grow businesses; and/or provide short-term HR support to fill a resourcing gap. They are commercially savvy, motivated and people passionate. Most importantly, they are energised by the idea of seamlessly stepping into new companies, becoming part of their team and supporting them to deliver their people strategy and goals.

Knowledge – What People Know

*Technical and/or professional information needed to successfully perform a **shilo.consultant** role*

As a **shilo.consultant** your client engagements will vary in their duration, scope and complexity. You will need to have knowledge across a broad range of HR/People practices which could include some of the following:

- Understanding and keeping abreast of the latest HR trends.
- The future of work and what it means for people.
- Emerging HR technologies.
- Analysing a business's strategy and recommending HR solutions to assist with its execution and delivery.
- Detailed understanding the Employee lifecycle practices and enablers.
- Transformation and change management practices.
- Agile ways of working.
- Developing, revising and implementing HR policies, procedures and processes.

Experience – What People Have Done

*Work achievements that you have potentially had exposure to successfully perform a **shilo.consultant** role*

We would ideally like you to have 5+ years' experience in:

- Working across different types of industries.
- Working in different size organisations from startups to large corporates and everything in between.
- Experience across numerous domains of HR and the employee lifecycle.
- HR generalist or specialist consulting skills.
- Experience with future ways of working.
- Working in an agile environment.

Competencies – What People Can Do

A cluster of behaviours performed on a client engagement

You need to be a delivery focused, commercial, motivated and a passionate individual who is:

- Resourceful – able to draw on knowledge, experience and networks to get to the right solution.



- Connector – able to identify and connect the different parts of the puzzle (process, systems, technology and people).
- Inventive – driven to constantly innovate and improve.
- Adaptive – able to respond to opportunities as they emerge and adapt approaches as needed.
- Able to lead with insight – committed to using data and trends to ensure a commercial lens to people opportunities.
- Able to establish trust – able to establish and nurture positive connections and help to influence the right outcome.

Personal Attributes – Who People Are

Personal dispositions and motivations that relate to job satisfaction, job success or failure

- Ability to want to learn and try new things.
- Helping others succeed and achieve their goals.
- Agile and pragmatic in the way you get things done.
- Resilient.
- Delivering to the highest quality standards and on time.
- Client and outcome focused.