

Top Jobs in Human Resources (Testing - Ara)

Explore the dynamic shift in HR roles and the increasing demand for skilled HR professionals. Learn about the evolving responsibilities and opportunities in the HR sector.

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The Human Resources field is experiencing a dynamic shift, reflecting the larger transformation in workplaces worldwide. Advances in AI and a pivot towards remote and hybrid workforces have revolutionised HR roles, with professionals now playing a more strategic and technologically integrated role. Innovation in employee engagement, management, and collaboration is at the forefront, with HR professionals becoming increasingly essential in guiding businesses through these changes.

Both job seekers and hiring managers need to stay tuned into these emerging trends to ensure they're capitalising on the best opportunities and attracting the best talent.

Here's a closer look at these roles, their rising significance, and how the market perceives their value:

1. Human Resources Business Partner (HRBP)

Aligns HR strategies with business goals, advising on policies and organizational changes.

For Job Seekers: HRBPs align HR strategies with business goals, requiring sharp business acumen and strategic consultation abilities. This role can be a stepping stone to senior HR leadership, with certifications in organisational development bolstering your credentials.

For Hiring Managers: Look for HRBPs who can bridge the gap between management and HR, offering strategic insights and fostering business growth. Those with business-related certifications will bring additional strategic value.

2. HR Director

Responsible for making executive level decisions including policies, procedures and strategic initiatives.

For Job Seekers: A HR Director role demands strategic leadership and a thorough understanding of HR laws and practices. It's a path leading to influential positions such as CHRO, with a CIPD certification enhancing your profile.

For Hiring Managers: Target candidates who have a strategic mindset and deep understanding of HR, and who are excellent relationship builders. Leadership qualities and business understanding are essential for a candidate's success.

3. Head of HR

A senior role that leads the human resources department and its sub departments. They are responsible for the wellbeing of the workforce, the attraction of new talent, and implementation of policies and strategies.

For Job Seekers: As Head of HR, you are the backbone of HR functions, from recruitment to employee relations. Highlighting your adaptability and interpersonal skills to excel in this role.

For Hiring Managers: Identify candidates with in-depth knowledge in specific HR domains who show adaptability to evolving industry trends. Specialist certifications will underscore their expertise and dedication to the field.

4. HR / Employee Relations Advisor

Provides practical, commercial HR advice to line managers, coaching and supporting managers through HR processes (absence management, performance, disciplinary, and grievance procedures).

For Job Seekers: A key link between the HR function and line managers, being meticulously organised, having good communication skills, and working collaboratively will help in this role. Pursuing CIPD certifications can set you apart in a competitive field and enable you to progress.

For Hiring Managers: Target candidates who are driven by process and people and are able to multitask to meet the needs of their internal clients. Interest in advanced qualifications are key indicators of a candidate's potential to grow their career within HR.

5. Talent Acquisition Manager

Manages the entire recruitment process, from sourcing candidates to coordinating interviews.

For Job Seekers: A TA's role is dynamic, requiring strong communication and talent assessment skills. There is potential for advancement to managerial roles or broader HR positions, with recruiting certifications adding to your professional standing.

For Hiring Managers: Seek recruiters who can effectively navigate the talent acquisition process and engage candidates. Those with specialised training or certifications will likely excel in sourcing and hiring quality candidates.

Adapting to the future

In a market where the labour force participation rate for those aged 25 to 54 has seen a notable increase, the emphasis on strategy and demand for HR specialists is on the rise, with roles like Human Resources Analytics Manager and Diversity and Inclusion Manager becoming the second and third fastest-growing jobs in the sector.

The shift towards remote work has not dampened the demand for skilled HR professionals. Instead, it has expanded the scope of HR responsibilities, necessitating a blend of traditional expertise and new-age skills to support a dispersed workforce

For Job Seekers: The current market trends offer a chance to enhance your technological prowess and soft skills, positioning you as a prime candidate in a burgeoning field where strategic influence and virtual management are valued.

For Hiring Managers: Identifying candidates who can navigate the interplay between technology and human interaction is crucial. Offering roles that encourage upskilling and adaptability will attract top HR talent, capable of fostering a robust, forward-looking workplace culture.

Take the next step

Job Seekers: For a deeper dive into these trends and insights, connect with a Talent Specialist today. [Stay ahead in 2024 and beyond.](#)

Hiring Managers: As organisations evolve, the roles within human resources are morphing to cater to contemporary needs. If you're keen to delve deeper into these trends and gain a comprehensive understanding of the salary landscape, download our [2024 HR Hiring Guide](#) or [talk to a strategist today.](#)



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