

TSC Category	Business and Organisational Management					
TSC	Organisational Resource Management					
TSC Description	Implement resource management plans which include defining the organisation's resource requirements, functional roles, job role descriptions, reporting lines, accountabilities and responsibilities					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
				ECM-BIN-4008-1.1	ECM-BIN-5008-1.1	ECM-BIN-6008-1.1
				Facilitate organisational resource planning and monitor implementation outcomes	Formulate resource management contingency strategies and development plans to support organisational capacity and capability needs	Strategise resource management planning to optimise organisational capacity and capability and meet business objectives
Knowledge				<ul style="list-style-type: none"> Human resource management fundamentals Organisational planning techniques Methods of resource planning Methods of writing job description, skill maps and person specifications Methods of developing organisational roles and responsibilities Methods of effective time management 	<ul style="list-style-type: none"> Human resource management principles and practices Methods of developing resource plans Methods of organisational modelling Organisational structures and design methods Methods and techniques for capacity planning Accountabilities versus responsibilities Methods of monitoring and identifying organisational behaviours 	<ul style="list-style-type: none"> Strategic human resource management Manpower planning theories, practices and methods Principles of talent management and succession planning Organisational psychology methods Types of motivation theories Types of organisational culture management Principles of organisational change and technology Sector human resource trends

<p>Abilities</p>				<ul style="list-style-type: none"> Analyse operational and functional business requirements Support in identifying business resource and skill requirements Supervise the recruitment and allocation of organisational resources Define and develop job descriptions, job specifications, job roles and responsibilities Monitor outcomes of the operational resource planning implementation 	<ul style="list-style-type: none"> Develop resource management contingency strategies and development plans Review resource schedules, load plans and identify resource requirements Analyse current versus future organisational capacity and capability needs Manage the development of job descriptions, job specifications and role descriptors Develop business organograms showing functional roles and their interconnectivity 	<ul style="list-style-type: none"> Lead strategic resource management planning activities, minimising costs and maximising organisational capacity and capability Direct the development of efficient and effective organisational structures to meet overall business objectives Develop predictive models to review current vs future resource requirements and develop strategic plans Review external labour market forces and environment and develop plans to mitigate their impact on the organisation
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