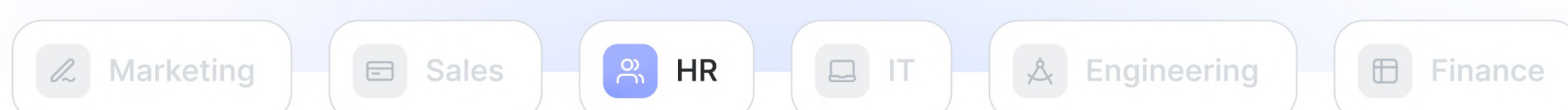


# HR capabilities

Boost your HR capacity by seamlessly collaborating with an extended workforce. Thousands of HR professionals across various experience levels, ready to help you get work done.



Used by



Areas of expertise

## Popular examples

<p><b>Recruitment &amp; Selection</b></p> <ul style="list-style-type: none"> <li>Candidate Persona Creation</li> <li>Vacancy Writing</li> <li>Job Market Benchmarking</li> <li>Job Market Benchmarking</li> <li>Hiring Workflow Creation</li> <li>Candidate Workflows</li> <li>Skill Assessment Design</li> <li>Email Template Creation</li> <li>Talent Pool Creation</li> </ul>	<p><b>Learning &amp; Development</b></p> <ul style="list-style-type: none"> <li>Onboarding Evaluation &amp; Benchmarks</li> <li>Onboarding Process Design</li> <li>Onboarding Templates &amp; Checklists</li> <li>Welcome Package Creation</li> <li>How-To Guide Creation</li> <li>Benchmark Training &amp; Tooling</li> <li>Visualise Career Paths &amp; Process</li> <li>Skill Gap Analyses</li> </ul>	<p><b>Analytics &amp; Reporting</b></p> <ul style="list-style-type: none"> <li>HR Data Collection</li> <li>HR Metrics</li> <li>HR Reports</li> <li>HR Reports</li> <li>Workforce Needs Forecasting</li> <li>Diversity &amp; Inclusion Analysis</li> <li>Data-driven HR Strategies</li> <li>Human Resource Information Systems</li> </ul>	<p><b>On- &amp; Offboarding</b></p> <ul style="list-style-type: none"> <li>Process Audit</li> <li>Checklist Creation</li> <li>Onboarding Programs</li> <li>Hiring Documentation</li> <li>Orientation Sessions</li> <li>Account Setup</li> <li>Onboarding Feedback</li> </ul>
<p><b>Performance Management</b></p> <ul style="list-style-type: none"> <li>Research Approaches, Advice &amp; Tooling</li> <li>Drafting &amp; Actualising Job Matrix</li> <li>Performance Management Process Audit</li> <li>Feedback &amp; Coaching</li> <li>Training Need Identification</li> <li>Performance Improvement Plans</li> </ul>	<p><b>Compensation &amp; Benefits</b></p> <ul style="list-style-type: none"> <li>Salary Benchmarking</li> <li>Compensation Structures</li> <li>Employee Benefits Programs</li> <li>Payroll Processes</li> <li>Incentive Programs</li> </ul>	<p><b>HR Compliance &amp; Legal</b></p> <ul style="list-style-type: none"> <li>Labour Law and Regulation Compliance</li> <li>HR Policies &amp; Procedures</li> <li>HR Legal Council</li> <li>Legal Risk Mitigation</li> </ul>	<p><b>Culture</b></p> <ul style="list-style-type: none"> <li>Employee Value Proposition</li> <li>Celebration Matrix</li> <li>Code of Conduct</li> </ul>

Vetted experts

## Professionals in our network

<ul style="list-style-type: none"> <li>HR Managers</li> <li>Recruitment Specialists</li> <li>Training Coordinators</li> <li>Compensation Analysts</li> <li>Employee Relations Managers</li> <li>Benefits Administrators</li> <li>HR Generalists</li> <li>Talent Acquisition Managers</li> </ul>	<ul style="list-style-type: none"> <li>HR Business Partners</li> <li>HR Coordinators</li> <li>Diversity Inclusion Specialists</li> <li>Payroll Administrators</li> <li>HRIS Analysts</li> <li>Engagement Managers</li> <li>Compliance Officers</li> <li>Development Consultants</li> </ul>	<ul style="list-style-type: none"> <li>Labour Relations Specialists</li> <li>HR Consultants</li> <li>Benefits Managers</li> <li>Onboarding Specialists</li> <li>HR Directors</li> <li>Performance Specialists</li> <li>HR Analysts</li> <li>HR Assistants</li> </ul>	<ul style="list-style-type: none"> <li>HR Technology Specialists</li> <li>Wellness Coordinators</li> <li>Change Consultants</li> <li>Development Specialists</li> <li>Talent Management Specialists</li> <li>Workforce Planning Analysts</li> </ul>
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Case studies

## Don't just take our word for it

<p>We used blackbear to help us analyse and organise our intranet information. The communication and collaboration were effective and we appreciated the help of blackbear's Project Consultants in facilitating the project and meeting our deadlines.</p> <p><b>Fimke Boerhof</b> Program Manager Digital Strategy</p>	<p>Blackbear helped us deliver an insightful report about information needs for HR Managers. The collaboration was effective and we were able to create a valuable asset that improves our communication with our customers.</p> <p><b>Tamara Kleinveld</b> Product &amp; Proposition Manager</p>	<p>What a pleasant collaboration with blackbear for our new onboarding process. The solver listened attentively, asked the right questions and her enthusiasm for onboarding was infectious.</p> <p><b>Renate Kornelis</b> Manager Community</p>
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Types of work

## Get work done on your own terms

<p><b>Short Assignments</b> In case you need an extra pair of hands for a short assignment like research, data validation or strategy.</p>	<p><b>Temporary Roles</b> For when you need additional capacity or a specific skill set for a set duration or a few hours per month.</p>	<p><b>Projects</b> Don't let complexity intimidate you! We find the skills you need and help you execute large projects, start to finish.</p>
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## Meet your flex-work needs

Want to explore how our extended workforce solution can support your HR team more concretely? Talk to one of our experts, no strings attached.

Get in touch →

