

6 HUMAN RESOURCES CAREER PATHS

HR GENERALIST

HR Generalists are the multi-tool of the HR world. Often found in smaller companies, they handle various HR tasks, from recruitment and onboarding to policy updates and employee inquiries.



BENEFITS SPECIALIST

Benefits Specialists focus on the programs that support employee health, financial security, and work-life balance. They analyze trends, negotiate with providers, design retirement plans, and ensure everything aligns with company goals and employee needs.



HR MANAGER

HR Managers oversee daily HR operations while also leading and developing their team. They guide employees, manage HR projects, ensure compliance, and often act as a bridge between HR and other departments.



COMPENSATION ANALYST

Compensation Analysts ensure employees are paid somewhat based on market data, internal salary structures, and individual performance. They analyze compensation trends, evaluate job roles, and conduct salary surveys to maintain competitiveness.



TALENT ACQUISITION SPECIALIST (RECRUITER)

Recruiters are the talent scouts of the HR world. They excel at sourcing, screening, interviewing, and ultimately bringing the right people into the organization.



TRAINING & DEVELOPMENT SPECIALIST

Training & Development Specialists empower employees to reach their full potential. They design and deliver training programs ranging from onboarding new hires to upskilling teams in the latest technologies.



The Path A Field Guide

Yijin Wang



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