

Potential roles in the HR team of the future

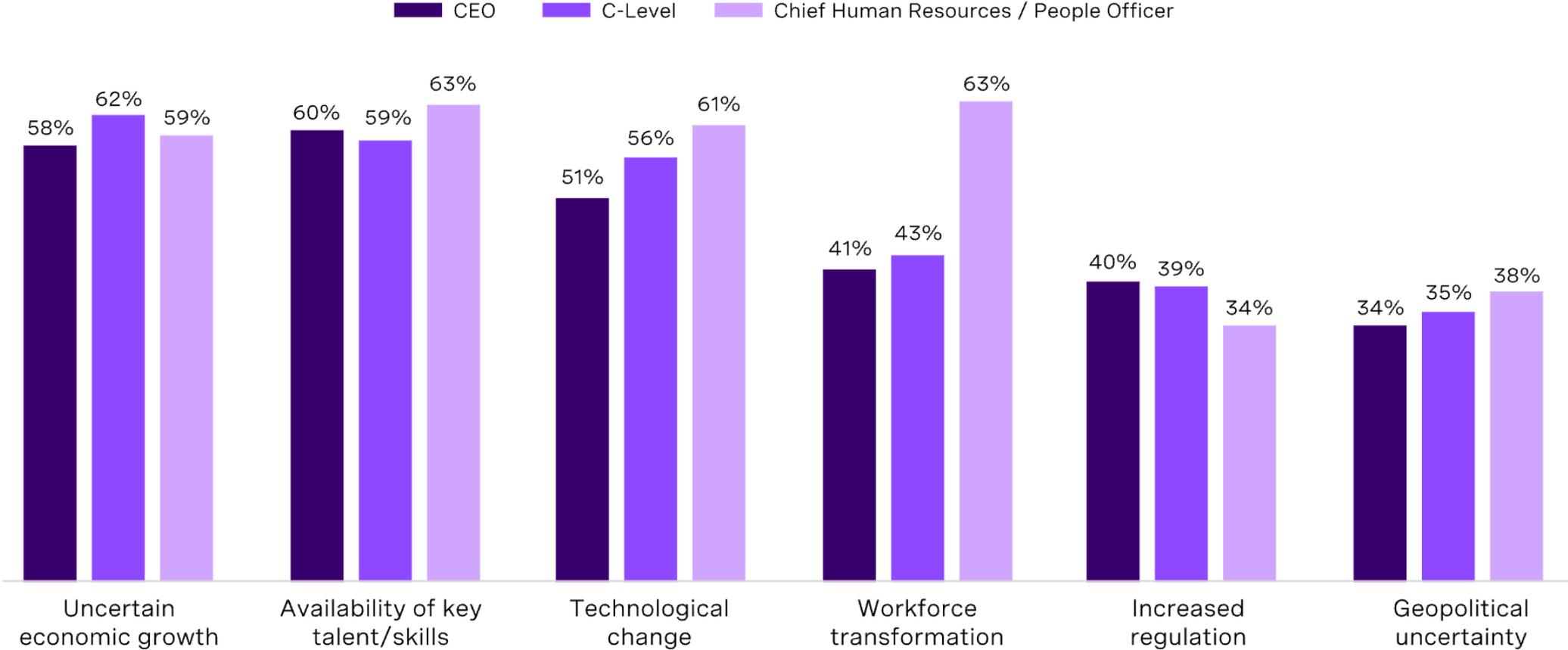
Role	Responsibility
AI Workforce Architect	Assesses and redesigns the workforce as leaders grapple with the impact of AI on headcount.
AI HR Solutions and Streamlining	To retire legacy platforms and/or leapfrog to deploy the latest HR AI solutions.
AI Relations	Manages AI employees and their interactions with humans.
Chief HR Bot	Reports to the CHRO and oversees the data, process, and reporting side of operations, analytics, performance review, rewards, and aspects of talent management. Responsible for data-driven decision making.

Figure 1. CHRO stakeholders, roles, and key areas of responsibility today



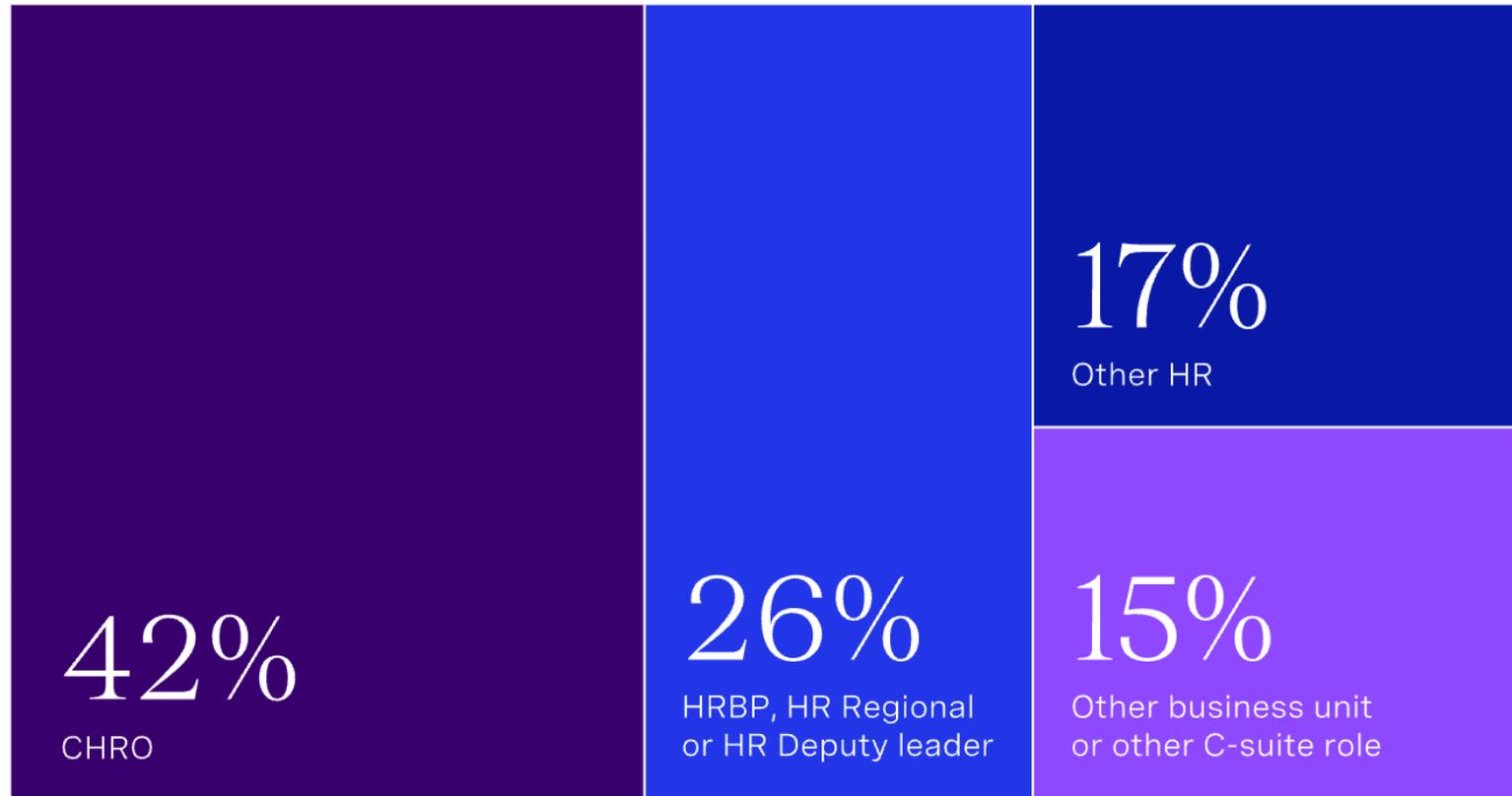
Source: RRA analysis; 21 interviews with global CHROs in 2024; RRA internal analysis 2025.

Figure 4. % of leaders ranking each item as a top five issue impacting organizational health in the next 12-18 months



Graphic displaying the top five threats to organizational health for CHROs in 2025 against the top five for all roles.

Figure 5. Immediately prior roles of all CHROs appointed in 2024



Source: Russell Reynolds Associates CHRO Turnover Index 2024; RRA analysis of S&P 100, FTSE 100, EuroStoxx 100, TSX 60 and ASX 200, 2025.