JD - Talent Management

Talent Management:
- Develop and implement talent management strategies to identify, develop, and retain high-potential employees.
- Conduct competency mapping, succession planning, and career development programs.
- Collaborate with business leaders to assess workforce needs and align talent strategies with organizational goals.

Learning and Development (L&D):
- Design, deliver, and evaluate training programs tailored to organizational and individual development needs.
- Partner with internal stakeholders and external vendors to create effective learning solutions, including workshops, e-learning, and leadership development programs.
- Promote a culture of continuous learning through innovative L&D initiatives.

Employee Engagement and Performance:
- Support initiatives to enhance employee engagement and productivity.
- Develop tools and frameworks to measure training effectiveness and performance improvement.
- Facilitate performance management processes, including goal setting, reviews, and feedback sessions.

Leadership Development:
- Design and execute leadership development programs to build a pipeline of future leaders.
- Provide coaching and mentoring to high-potential employees.

Change Management:
- Support organizational change initiatives by designing training programs that facilitate smooth transitions.
- Act as a trusted advisor to leadership on talent and development-related matters.

HR Analytics and Reporting:
- Track and analyze data related to training, talent management, and employee performance.
- Prepare detailed reports and dashboards.

Qualification:
- Bachelor's degree in Human Resources, Organizational Development, Business Administration, or related field (Master's degree preferred)
- 5+ years of experience in talent management, learning & development, or organizational development, including 2+ years in a supervisory or management role
- Proven experience designing and implementing performance and talent development programs

- Strong understanding of HRIS and talent management systems (e.g., Workday, SuccessFactors)
- Excellent interpersonal, communication, and project management skills
- Strong analytical and problem-solving abilities
  rong attention to detail.