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# Example of Director, Talent Management Job Description

Our company is looking for a director, talent management. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

## Responsibilities for director, talent management

* Direct the development and support of a multitude of leadership pipeline and development programs to build leader bench strength
* Responsible for the advancement of talent development initiatives in partnership with the Talent Development team
* Performs the research, development, implementation, and maintenance of strategic talent and workforce development initiatives for the organization
* Works with HR VPs to assist management in the development of solutions through organizational development and cultural and process-oriented perspectives
* Implement and lead specific initiatives within BSD which may include talent reviews and performance management discussions, employee value proposition initiatives, executive coaching and assessment processes, diversity & inclusion strategies, high potential development, 360s and change management programs
* Provides innovative recommendations relating to the development and implementation of talent initiatives that align with global/market strategies, relying on thorough research, business data, and a solid understanding of relevant HR trends and best practices
* Plays a key role in our annual talent mapping exercise within agencies to define critical talent, and create and implement development plans for top talent
* Effective organizational/leadership development interventions (multi-rater assessments,structural interviews, coaching and mentoring)
* Leadership role in the development and execution of ARP’s Talent Agenda and Talent Management strategies
* Oversee the creation, implementation and ongoing enhancement of various ARP Leadership Development Programs

## Qualifications for director, talent management

* Strategic Planning – Strong strategic thinking skills and experience building strategic plans
* Contracting and discovery with senior HR and business leaders
* Adapting several methodologies and models to a diverse set of consulting opportunities that meet the unique needs of the client
* Experience working on complex change initiatives structural, operational, cultural and behavioral changes within a significant growth environment
* Mastery of change management, organization design and strategy execution practices, leadership and team effectiveness
* Ability to think strategically and asses developing patterns and proactively respond