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# Example of Manager, Talent Development Job Description

Our growing company is searching for experienced candidates for the position of manager, talent development. 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 manager, talent development

* Contribute as a global super user of Workday Talent system
* Implementation and training of HR Business Partners and support leader engagement with global talent processes and related changes PMP, MS&D
* Execution of global assessment tools
* Lead regional implementation and utilization of learning technology LMS
* Identifying training and development requirements by conducting a needs analysis
* Provides effective consulting services to the organization and its leaders
* Identifies or develops appropriate learning and talent solutions, ensuring effectiveness by designing or selecting the appropriate format, materials, exercises, delivery for the intended purpose and audience
* Uses internal data (employee survey, performance and quality metrics, ) and appropriate analysis to anticipate and articulate emerging organizational needs at enterprise and department levels, identifying patterns and trends
* Develops project structure, approach and plans for talent management and culture initiatives, working on both an individual basis and with teams, while engaging appropriate stakeholders
* Ensures effective execution of change leadership and process excellence strategies and tactics within stakeholder groups, developing appropriate metrics and methods of evaluation (KPIs), and working to continuously improve programs and resources to better align with business, leader, and employee need based upon evaluation data

## Qualifications for manager, talent development

* Group Facilitation and Communication - Ability to lead a group through a process to achieve a desired outcome
* Strong diagnostic, consultative and OD intervention skills
* Proficiency in Microsoft Office Suite, SPSS required and other survey design programs (e.g., Qualtrics) preferred
* Experience with leadership and development assessment methods is preferred
* Leadership coaching, include 360 coaching
* Succession Management and Planning