Downloaded from <https://www.velvetjobs.com/job-descriptions/talent-engagement>

# Example of Talent & Engagement Job Description

Our growing company is looking to fill the role of talent & engagement. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

## Responsibilities for talent & engagement

* Overall responsible for all L&D initiatives, including but not limited to performance management process, PRSP (People Review & Succession Planning) process and
* Partnership with business to identify the training needs based on BU's focus
* Set up a systematic training system in China to support the talent pipeline establishment
* Keep close work relationship with global and regional L4D function to ensure all of the local implementation be in line with the corporate guideline
* Drive the deployment and adoption of our Global Engagement Survey and action planning efforts through executing strategic communications, monitoring impact of employee engagement strategies and tracking execution of engagement plans for assigned customer groups
* Works in partnership with HR VPs, and the Talent Management Leadership to develop enterprise engagement strategies and deployment plans (aligning top down and bottoms up action planning efforts)
* Demonstrates strong consultative, relationship building, interpersonal and influence skills in dealing with all levels of management and is effective at quickly establishing credibility and developing working relationships
* Delivers consulting, agenda design services, and facilitation for vision and strategy alignment working sessions to align leadership teams
* Update and manage weekly sourcing planning document on a regular basis by collecting sourcing requirements from Recruiters and allocating to the sourcing team
* Adherence to agreed recruitment delivery strategies, including vacancy management, detailed qualification of all roles, advertising, sourcing, candidate interviews, submission, offer and new starter process

## Qualifications for talent & engagement

* Experience working within production or development
* 15+ years in Human Resources, Learning and/or Organizational Development
* Experience in the development, execution and management of global initiatives
* Minimum of 8 years’ work experience in Human Resources with 5 years in L&D function
* Talent Acquisition experience is a plus
* Good interpersonal and coaching skills