



# Example of Management Talent Job Description

Powered by [www.VelvetJobs.com](http://www.VelvetJobs.com)

Our company is searching for experienced candidates for the position of management talent. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for management talent

- Measure and assess the impact of the talent process, including both interim and long-term metrics and reporting
- Manage a scorecard that provides indicators of strength and depth of talent pipeline/bench, measures return on development investment and tracks movement against strategic talent needs
- Work closely with Group and Business HR (BHR) teams on the execution and implementation of TM initiatives in China
- Monitor and track Talents development and progression
- Work with Talent Acquisition on the selection process of the bank-wide Graduate program including Management Association Programme (MAP) and Graduate Associate Programme (GAP)
- Responsible for engagement survey and maintain China's high engagement level
- Create engagement plan to engage local talents
- Lead administration efforts with key vendors including conducting assessments
- Design new programs, develop action plans and change management & communication strategies, and drive alignment across relevant HR and functional leaders and teams to ensure timely delivery of HR programs and solutions to meet strategic business plans
- Develop criteria for evaluating results, monitor and analyze impact, facilitate consolidation of various data requests, and provide regular presentations and read-outs to senior leadership

- 
- Strong verbal and written communication skills, comfort presenting to small and large audiences
  - Deep understanding and domain expertise in linking and integrating talent management processes
  - Proficient and skilled in using MS Office (i.e., Word, Excel, PowerPoint, Outlook)
  - Experience with change management methodologies to drive company-wide adoption of systems and processes, is preferred
  - Able to quickly learn new technology platforms and tools
  - Bachelor's Degree in areas such as Business Management/Administration, Marketing, Human Resources, Mass Communications