



Example of Talent Analytics Job Description

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Our growing company is searching for experienced candidates for the position of talent analytics. 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 talent analytics

- The opportunity to directly influence and shape the direction and impact of what we do
 - The chance to learn from everyone you work with, mentoring and coaching from all levels, formal training and project support
 - Deep resources and high ceilings, and a global support network of marketing and data expertise
 - Opportunities to work in diverse teams on projects that drive the marketing agenda
 - Completing analyses using multiple sources of data (e.g., employee engagement, 360-degree feedback, turnover) to support the team's goal of informing strategy and influencing change
 - Update regular metrics reports in support of various talent programs
 - Collecting intelligence from the local market in order to drive strategic talent decisions and programs
 - Owning a cross-team process, tools or projects, including defining, executing, measuring and improving it to achieve efficiency and effectiveness
 - Participating and owning parts of talent market data collection, data processing and data analysis
 - Participating and owning parts of labor market intelligence analysis projects which will help the HR organization and business leaders better understand and solve some of the company's biggest talent challenges
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- A PhD degree in Industrial/Organizational Psychology
- Experience in areas such as personnel selection, job analysis techniques, competency modeling, change management, performance appraisal, survey design, statistical analysis using SPSS and employment law relevant to personnel selection and performance evaluation preferred
- Local learning & development programs
- 10 years overall professional work experience
- Previous experience as a direct manager of multiple people
- 5+ years of demonstrated success in providing strategic operations leadership in the areas of talent, leadership development, performance management or in an HR Business Partner capacity, or 5+ years of demonstrated success as an Operations & Strategy lead, or a combination of the above experience