



Example of Talent Development Manager Job Description

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

- Contributes to the development and implementation of a system-wide talent management and organizational development strategy including assessment, design and implementation
- Serves as content lead for deployment of Talent practices and processes across the enterprise
- Conduct learning needs assessment and plan the L&D delivery calendar for EMEIA, in partnership with the CoE
- Execute in partnership with HR Business Partners and other HR partners including global
- Facilitate talent review process
- Assisting with design and execution of talent management, leadership development, and organizational development (OD) projects and core processes
- Collecting and analyzing data to understand needs, diagnose issues, and define pragmatic solutions
- Working with Talent/OD Directors, HR and other functional partners to deploy enterprise Talent/OD programs and execute change initiatives
- Supporting execution of complex projects from initiation to completion, to achieve contracted outcomes
- Assisting with facilitation of meetings, focus groups, and other working sessions to help solve difficult problems and align disparate viewpoints

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- Ability to diagnose & identify development needs and design, delivery and facilitate interventions
 - Bachelor's Degree, ideally in Industrial/Organization Psychology or Human Resource Management, with a minimum of five (5) years in talent management or related field
 - Minimum of ten (10) years of experience in talent management or related field
 - Proven ability in collaborating with business and functional leaders in the creation and achievement of people strategies
 - Knowledge of implementation and team structures/roles
 - Talent Strategies - Establishes and implements talent management and development strategies and practices through high potential identification and acceleration, assessment, succession planning, career development planning, talent movement - in order to build deeper bench of replacement talent