

Manager, Talent Management

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Company: Pandora

Location: Prawet

Category: other-general

Req

Location: Bangkok, Thailand

KEY OBJECTIVES:

Oversee end-to-end professional development of potential future leader and leaders

Develop career paths, development roadmap, and succession plan of potential leaders and Successors for all levels

Incooperate with P&R in promotions including approving promotion proposals.

KEY DUTIES:

Work with business in developing content and customize onboarding packages for each type of employee

Design, create and manage Talent development and succession planning process by coordinate with HRBP and support the annual Talent Reviews

Conduct Talent Assessment workshops/ sessions to equip knowledge and understanding on Talent Management, Succession Planning and Individual development Plan to the management and Leaders

Manage in organizational development initiatives to support company's strategies and drive performance and growth such as performance management, engagement surveys, career planning, coaching and mentoring programs and leadership development

Partner effectively with HRBP and stakeholders to develop & execute strategic solutions address talent pipeline gaps/risks

Manage Annual Talent Review cycle, developmental assessments, succession planning, performance cycle planning activities, organize meeting with leaders and employees to discuss career development and/or providing assessment results

Partner with HRBP, business leads and Talent team on talent, leadership, career development and succession development programs

Incorporate with P&R in develop promotion evaluation criteria and approval process

Manage projects in networking and development activities that provide talent with the necessary visibility and executive exposure

Drive on career framework to ensure candidates are on plans align with career aspirations, ultimate potential, and readiness by ensure follow-up actions are taken to prepare successors and develop talent pipeline

Provide talent analytics report to leverage data that illustrates evidence of talent pipeline opportunities

Analyze talent data and make recommendations for improvement, including the creation of reports and dashboards for business leaders

Evaluate the impact of OD and Talent solutions and provide data-based recommendations for program optimization

Develop and implement communication and change management plans to support the implementation and sustainability of potential talent development programs

Pivotal and professional qualifications:

Minimum 5 years of experience in Human Resources development, 4 years in talent management experience of working in a mid/large scale organization with a focus on the design and execution of programs

Experience in manufacturing environment would be a plus

Demonstrate ability to make hard decisions, making the right trade-offs

Effectively plan and efficiently deliver exceptional work while handling both volume and complexity

Is an inspirational leader; practices genuine humility and places the team above their own interests

Is self-motivated and hungry enough to work hard; willing to change

Is smart about other people; has an ability to lead, manage, motivate, and run own team of future leaders

Strong stakeholder management and communication skills; interact effectively with the organization.

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