

JD For VP of Talent Management (or VP Talent Development)

Job Title: VP of Talent Management (or VP Talent Development)

Company: [Company Name]

Location: [City, State]

Job Description:

As the VP of Talent Management (or VP Talent Development), you will lead the development and execution of talent management strategies that align with the organization's goals and objectives. You will oversee the entire talent management cycle, from identifying and attracting top talent to developing and retaining high-performing employees.

Key Responsibilities:

- Develop and implement talent management strategies that align with the company's goals and objectives.
- Partner with business leaders to identify critical talent needs and create plans to address them.
- Lead the recruitment and selection process for key positions, including senior leaders.
- Develop and execute programs to develop and retain high-performing employees.
- Design and deliver training and development programs to enhance employee skills and capabilities.
- Develop and implement performance management processes that effectively evaluate and recognize employee contributions.
- Create and manage succession planning programs to ensure the continuity of critical roles.
- Develop and maintain a strong employer brand and value proposition.

Technical Competency Requirements:

- Designs and executes talent management strategies to improve retention rates.
- Develops and delivers effective training programs resulting in improved performance.
- Manages performance management processes leading to increased employee productivity.
- Leads succession planning programs that ensure organizational continuity.
- Applies talent management best practices and trends to drive organizational success.

Behavioral Competency Requirements:

- Motivates and inspires teams to achieve strategic goals.
- Communicates effectively and builds strong relationships with stakeholders.
- Translates strategy into action to drive results.
- Prioritizes and manages multiple projects efficiently.
- Collaborates effectively as a team player to achieve common goals.

Qualifications:

- Bachelor's degree in business, human resources, or related field. Master's degree preferred.
- Professional certification in talent management or related field preferred.
- Experience in a senior leadership role preferred..