

Talent Development Manager

Job Summary

Assists in the implementation of programs that aim to attract, measure, develop and manage an organization's talent pool. Helps management and evaluate the effectiveness of the organization's talent strategies.

Job Duties

- Suggest aligning talent to training or development programs to ensure organizational goals are met.
- Manage talent review process (performance management) and succession planning.
- Partner with management around learning and development functions.
 - Develop strategies for employee skill assessments, including exploring and identifying technology to support this process and how to tie skill gaps to development opportunities.
- Support Talent Acquisition in the areas of job descriptions, sourcing and onboarding.
- Conduct individual development activities and leadership coaching.
- Ability to build and maintain strong collaborative relationships.
- Influences stakeholders of all levels.
- Experience driving change within an organization.

Qualifications

- 5+ years experience in a similar role.
- High school diploma or equivalent.

Required Skills

- Delivering Talent Programs: 5 years.
- Strong presentation and facilitation skills.
- Broad experience and knowledge across HR disciplines.
- Previous experience in managing complex, cross-functional programs and initiatives.

Desired Skills

- Bachelor's degree in Organizational Development, Organizational Behavior, Organizational Leadership, Human Resources or Business Administration.
- 3 years experience managing talent programs for shipyard crafts.
- Certified MBTI Practitioner.

Employer Benefits

Company paid health, dental, and life insurance; other benefits include vision, disability, accident, cancer, and life insurance, pre-paid legal, paid vacation and holiday pay.

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www.easternshipbuilding.com

Apply

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