

ROLE PROFILE

Job Title	Talent Management Lead
Business Unit / Group Function	Central Services
BU Team / Sub-Function	Human Resources
Location	Flexible: SBP/Arete/Richmond
Leader	Head of Talent
People Leadership	No
Job Level	Level 3B
<p>Role Purpose</p> <p>Act as Talent Management Lead to develop and oversee the global Talent Management strategy, ensuring that as an organisation we have the infrastructure, processes and capabilities to support our Talent to optimise their potential. Provide subject matter expertise across the organisation on all aspects of Talent Management including Performance Management, Succession Planning and Talent Assessment / Identification. Support the business to build an organisation with a culture that supports the Company Values and the long-term perspective that defines the Company.</p>	
<p>Accountabilities</p> <ul style="list-style-type: none"> • Take the lead on providing input and oversight of the global Talent agenda and to support the Chief People Officer, HR Leadership Team and Head of Talent in this respect. • Support the Head of Talent to provide strategic oversight and governance of the current status of Talent Management within WG&S, drawing on data and insight from multiple sources to build a rounded perspective of progress made, and current priority areas. • Provide thought leadership and act as a subject matter expert to drive and deliver improvements to the Talent lifecycle and employee experience, working across different Business Units to ensure consistency where required, yet allowing for local approaches to be supported where needed. • Collaborate across the organisation, building strong relationships with HR colleagues and Business leaders to develop awareness and build understanding of good Talent practices. • Collaborate with the L&D team to ensure resources optimise the development of talent at both a general and an individual level. • Work closely with the Talent Acquisition Lead to ensure that Talent practices are aligned and consistent, and collaborate on opportunities to support decision making around selection decisions (e.g. building fair and robust selection processes, supporting with assessor skill building, validating processes). • Work closely with the Talent Acquisition Lead and HR Directors to gain visibility of internal Talent and support internal mobility. • Provide direction and develop governance around core Talent Management processes (e.g. Talent Reviews, Performance Management) to drive centrally executed initiatives and provide feedback and support to local teams where activities and delivered locally. Support the building, monitoring, and growth of robust and healthy talent pools. 	

<ul style="list-style-type: none"> • Provide practical delivery of key talent projects (e.g. assessor upskill, selection process design, career pathing, etc). 	
Created by:	Melissa Sumner
Creation Date:	August 2021
HRBP:	Kirsty Morris
Date of last revision:	August 2021

Core Competencies:	
<p>Relating and Networking</p> <ul style="list-style-type: none"> • Establishes good relationships with customers and staff • Builds wide and effective networks of contacts inside and outside the organisation • Relates well to people at all levels • Manages conflict 	<p>Analysing</p> <ul style="list-style-type: none"> • Analyses numerical data, verbal data and all other sources of information • Breaks information into component parts, patterns and relationships • Probes for further information or greater understanding of a problem • Makes rational judgements from the available information and analysis • Produces workable solutions to a range of problems Demonstrates an understanding of how one issue may be a part of a much larger system
<p>Formulating Strategies and Concepts</p> <ul style="list-style-type: none"> • Works strategically to realise organisational goals • Sets and develops strategies • Identifies, develops positive and compelling visions of the organisation’s future potential • Takes account of a wide range of issues across, and related to, the organisation. 	<p>Presenting and Communicating Information</p> <ul style="list-style-type: none"> • Expresses opinions, information and key points of an argument clearly • Makes presentations and undertakes public speaking with skill and confidence • Responds quickly to the needs of an audience and to their reactions and feedback • Projects credibility

Planning and Organising

- Sets clearly defined objectives
- Plans activities and projects well in advance and takes account of possible changing circumstances
- Manages time effectively
- Identifies and organises resources needed to accomplish tasks
- Monitors performance against deadlines and milestones

Adapting and Responding to Change

- Adapts to changing circumstances
- Accepts new ideas and change initiatives
- Adapts interpersonal style to suit different people or situations
- Shows respect and sensitivity towards cultural and religious differences
- Deals with ambiguity, making positive use of the opportunities it presents

Skills and Qualifications:Essential:

- Typically, a relevant higher (Master's) Degree/Chartered Occupational Psychologist with several years as a business psychologist
- BPS Test user accredited (formally Level A/B) with deep expertise in applying psychometrics within a range of assessment / development contexts
- Experience in conceptualising, developing and rolling out evidence based, best-in-class Talent solutions to drive fairness and remove bias across the Talent lifecycle
- Deep subject matter expertise in Selection and Assessment, Performance Management, Succession Planning, Career Mobility/Development
- A global mindset – able to take a holistic, scalable and inclusive approach to the development and implementation of solutions. Highly collaborative approach and someone who recognises the power of leveraging diverse perspectives
- Analytical mindset and approach to work, with experience of validating solutions to continuously improve and evolve the Talent eco-system

- Strong facilitation and stakeholder management skills, with the ability to give sensitive and emotive feedback to senior leaders
- Computer literacy to include Word, PowerPoint, Excel

Desirable:

- Experience of working in a multi-cultural, global organisation
- Strong statistical analysis capability
- Strong Project Management capability