

Talent Development Manager

Responsibilities

- Drive end-to-end talent processes to include, talent acquisition, assessment of talent and organization capability, personal development plan, career review & succession planning
- Develop and execute a strategic and effective recruiting program (internal & external) which includes efficient operations and delivery of the right candidates needed by the company.
- Utilize and put in place various sourcing strategies that drive targeted and diverse candidate pipelines
- Contribute to design, build and implement a talent development program that provides opportunity for career growth as the organization grows
- Work to integrate Talent Strategy processes & programs with Talent Acquisition, Learning & Development to enhance succession planning, leadership bench strength and diverse critical talent pipelines.
- Perform individual career interview, talent review, and succession planning for employees up to manager level.
- Contribute to the design, development and implementation of talent and management / leadership development programs and processes to improve depth, quality and engagement of talent across the organization
- Support and continuously improve processes and tools in the area of Performance Management. Includes goal setting, development planning and strategic use of the feedback for development purposes.
- Assess training needs (from performance review PDP) and contribute to the development of training programs

Education Requirements

- Master degree or equivalent: min 5 years of study.
- Major: Human Resources, Business Administration or related majors.

Essential Skills and Experience

- Language: fluent French and English in both spoken and writing.
- Advanced management skills, including demonstrable high levels of persuasiveness, negotiation skills, influencing and inter-personal skills.
- Previous experience in multicultural organization in Asia is a plus.

Year of Experience Required

- Seniority: a minimum 05 years of post-graduate experience.
- Management Experience: a minimum of 03 years' experience managing teams.

Conditions

- Work Location: Hô-Chi-Minh, Vietnam

Interested candidates, please send application to employment@francothaicc.com

Only shortlisted candidates will be notified.