



CAREER OPPORTUNITY

Head of Talent Management

Telecommunications

Our client, in the telecommunications industry is looking to recruit a Head of Talent. Reporting to the Chief Human Resource Officer, the key deliverable from this role is to oversee talent acquisition and on-boarding; deployment and mobility; performance management and delivery of learning and development initiatives in supporting delivery of business results.

The role holder will be the custodian of all talent management policies, procedures and practices and ensure compliance to such policies; alignment of talent management initiatives to the business requirements and to advise and inform business decisions.

The success of this role will be the ability to understand the organisations' strategic development and ensure that the function adds value to the people management agenda. This role is also responsible for development and implementation of a talent management approach. This approach needs to achieve talent mapping and succession planning.

Accountabilities:

Financial Management

- Act as custodian for the talent management budget and ensure good governance.
- Implement initiatives to meet the cost savings target of the business.
- Optimise expenditure to third party providers who supply services to the organisation.

Talent Acquisition

- Manage the end to end talent acquisition and on-boarding process and other sourcing initiatives to ensure that the business has adequate and competent staff to deliver on business objectives.
- Develop and continuously update manpower plans with respective line business leaders with adequate lead time for the recruitment of high performing, competent staff in line with business needs.
- Establish and maintain an internal and external talent database which will allow the business to reduce time and effort spent on the identification, sourcing and recruitment process.

Deployment and Mobility

- Develop and implement career paths underpinned by a competency framework that provides employees with a variety of options to experience growth whilst fulfilling the organisations requirements to deliver its current and future objectives.



- Develop and implement a robust succession plan that provides a talent pipeline for sustainability of the organisation.
- Maintain updated records regarding the organisation's skills database and competency profile, confirming skills and competencies continually remain relevant and available as required by the organisation.

Performance Management

- Develop and implement a robust performance management framework/system, owned and driven by line managers and nurture the establishment of a high performance culture within the organisation.

Learning & Development

- Identify, design, plan and effectively implement talent management and learning and development initiatives across different platforms to enhance productivity, fulfil licencing and regulatory requirements and equip staff with skills, knowledge and experiences required to deliver current and future business.
- Design, own, lead and implement a program to grow and develop people management competency in all supervisors and line managers. Coach and mentor line managers to create understanding and meaning for HR, talent & performance management, learning and development and the importance of compliance to the same.
- Enhance existing programs including induction; learner-ships, graduate training programs, professional, management and leadership development programs.
- Deliver impactful and cost-effective talent management and learning and development initiatives and contribute to the cost-containment targets of the wider HR function.

Team Leadership

- Manage the achievement of KPI's for all team members and address all performance issues promptly.
- Maintain continuous learning to stay abreast with best HR practises.

The ideal person for this role will:

- have a degree in human resource management or a related field from an accredited institution of higher learning, and a post-graduate certification in learning and development;
- be registered with, and have a valid 2018 Practicing Certificate from, the Institute of Human Resource Management, Kenya;
- have at least 5, ideally 8 years' of experience covering all aspects of human resource management with focus on talent acquisition, performance management and learning and development, and in addition, at least 3 years' experience gained at the management level;
- Be able to facilitate learning and leadership programs, or other business related programs such sales, customer service etc.;



- be technically adept in talent acquisition, competency based interviewing; competencies frameworks, skills assessments, design and delivery of performance management frameworks, learning program design and delivery, facilitation, change management, organisation design and succession planning;
- have a well-developed understanding of the current practices in talent management with working knowledge of the key stakeholders and services providers in the sector;
- have in-depth understanding of all human resource management aspects that impact on the business;
- have good consulting, process and project management skills complemented by strong organizational, planning and execution skills;
- have excellent negotiation, interpersonal, verbal & written communication and presentation skills;
- have working knowledge of an HRIS system and intermediate level proficiency in MS Office applications i.e. Word, Excel, PowerPoint, MS Project, Outlook, etc.; and
- be positive, energetic self-starter with a high level of personal drive and resilience, with unquestionable integrity, confidentiality and respect.

Remuneration: The salary offered for this position is competitive and negotiable dependent on experience and demonstrable contribution.

If you are interested in the above position and meet the above criteria, please send in your application via electronic mail to Talent@tgagroupea.com attaching a full résumé / curriculum vitae in Microsoft Word Document (.doc / .docx) format by end of day Friday 5th January 2018.

*Please Note: **We do not charge individuals any fee** to accept or hold their applications in our database. We therefore do not accept any applications from agencies who charge their clients for submitting their resumes*