

JOB POSTING REQUEST FORM

Job Details

Reference #	CP-383-2021
Company Name	Debbane Agriculture Holding
Industry	Agriculture
Vacancy	Senior Talent & Learning Specialist
Job Type (<i>FT, PT, Contractual, Seasonal</i>)	FT
Major(s)	Business Management, Human Resources or related field
Degree	Bachelor Degree
Years of Experience	2 to 5
Location	TBD
Remuneration & Benefits	TBD
Tasks & Responsibilities	<ul style="list-style-type: none"> • Develop and implement effective plans, strategies, procedures, and policies and take responsibility for their ongoing monitoring to support an integrated approach to talent management. • Support line managers in rolling succession planning that reflect assessments and progress on high potentials. • Create an environment where all employees are motivated to pursue their professional development and contribute to the future growth and success of the business. • Ensure staff training records are accurate and well maintained. Regularly review and adapt the programs to keep them relevant and up to date. • Develop and implement effective plans, strategies, procedures, and policies and take responsibility for their ongoing monitoring to support an integrated approach to talent management. • Support line managers in rolling succession planning that reflect assessments and progress on high potentials. • Create an environment where all employees are motivated to pursue their

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professional development and contribute to the future growth and success of the business.

- Ensure staff training records are accurate and well maintained. Regularly review and adapt the programs to keep them relevant and up to date.
- Assist in designing and lead the implementation of the talent management spectrum starting from talent identification and validation thru the design and implementation of assessment centers; setting career and development plans and succession planning.
- Co-identify training needs for business units as well as individual development programs and assists in designing leadership programs.
- Follows up on training logistics and participants notifications and ensures training records are accurate and well maintained.
- In coordination with concerned parties, responsible for designing a competency-based training curriculum to address employees' training gaps and to meet training needs.
- Determines the most effective training strategies, methods, materials, and settings to correspond with the type of training needed and/or the environment in which the training will be applied.
- Designs, delivers, or outsources training to match the plan set. When outsources, manager suppliers, ensure effective delivery and prepare cost allocations.
- Monitors satisfactions rate to evaluate the quality and effectiveness of training programs.
- Regularly reviews and adapts the programs to keep them relevant and up to date.
- Work with senior management to develop long-term career development plans for talented staff.

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- Proactively find roles within the organization for talented individuals.
- Create a pool of talent from which you can fill multiple roles simultaneously.