**Talent Manager & Deputy HR Director**

**Mission**

You support the HR Director in charge of Global IT Teams (750 people in 12 countries) on the operational management of the perimeter, and take the lead on all Talent Management topics.

**Description**

* **Talent Management Lead** :
  + Define and deploy a roadmap to build a robust IT talent ecosystem & internal pipeline, in partnership with the Regional IT HR Managers.
  + Take the lead on existing Group talent processes (succession planning, key performers) and manage their successful roll out within IT.
  + Develop a strong knowledge and understanding of IT talents, follow related trends and best practices, and spread the word among the IT HR Team.
  + Build IT initiatives and programs adapted to our specific challenges (job referential, career paths, etc.).
* **Deputy HR Director** :
  + Support the IT HR Director in the operational management (budget, collaboration tools, etc.) and in the animation of the team (monthly meetings, global roadmap, etc.).
  + Lead some *ad hoc* topics (employee survey, HR platform, etc.) and participate to the effort of formalization and alignment of the IT HR policies & practices.

You will also take part to some additional transversal projects depending on our strategic priorities (training, performance management, compensation, etc.)

**Requirements**

* Master’s degree in Human Resources or related field
* 3 to 8 years experience in either as HR Business partner or as International HR project manager
* Excellent analytical skills
* Excellent communication and collaboration skills
* Ability to positively influence
* Ability to navigate in a complex environment
* Strong interest in technical profiles / IT jobs
* Adaptability and agility
* Good organization skills
* Previous experience in a multicultural environment
* Fluent English is a must have, French is a plus
* Proficient in Excel & Powerpoint