

Lead & Talent Management

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Company: Workforce Group

Location: Ogun

Category: business-and-financial-operations

JOB DESCRIPTION
Job Title: Lead, Talent Management
Reporting Line: Head, Human Resource and Admin
Location: Ogun State
Job Summary
The job holder will be responsible for planning and forecasting workforce requirements in line with the organization's strategy and objectives and ensure periodic updates.
Job Responsibilities
• Maintain an accurate database of manning/grade levels across the company and proactively identify variations with approved manning/grade level for updates.
• Manage all recruitment activities (vacancy identification, advertisement, candidate screening, testing, interviewing, etc.) ensuring its alignment to the approved workforce plan.
• Collaborate with departmental heads to conduct comprehensive training needs assessments and develop training plans for employees across the organization.
• Drive the implementation of learning and development programmes to address identified staff skills and competency needs.
• Manage organization-wide performance management system and identify relevant career interventions for staff in collaboration with functional and departmental heads.
Job Requirements
• First Degree or its equivalent in Social Sciences, Business Management or any other relevant discipline.
• Master's degree in relevant Social/Management Sciences and other related discipline is an added advantage.
• Relevant Professional certification in HR Management e.g. Chartered Institute of Personnel Management (CIPM), Senior Professional in HR (SPHR), is required.
• Minimum of 12 years relevant work experience, with at least 4 years in a mid-management role.

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