



<https://jobfy.in/job/tata-motors-recruitment-2022-jobs-hiring-talent-management-specialist-post/>

## Tata Motors Recruitment 2022 – Jobs Hiring Talent Management Specialist Post

**Hiring organization**  
Tata Motors

### Job Location

India

Remote work from India  
(adsbygoogle = window.adsbygoogle || []).push({});

### Date posted

September 15, 2022

### Base Salary

INR 21,000 - INR 37,000

### Valid through

31.12.2022

### Qualifications

Candidates must have 10th, 12th, Graduation , Diploma from recognized Board or University or Institute.

### Button

Apply Now

### Employment Type

Full time  
(adsbygoogle = window.adsbygoogle || []).push({}); **Register Now**

- [Apply For Various Private Jobs & Work From Home Jobs](#)
- [Part-Time Work From Home – Survey Jobs. \(Complete Minimum 1 Survey Must Required to Get Paid in Your Bank Account. If you Did Not Complete Minimum 1 Survey You Did Not Get Paid a Single Money\)](#)
- [Apply For Various Jobs in Private and Work From Home.](#)
- [Part-Time Work From Home – Survey Jobs.](#)
- [Apply For Various Finance Jobs & Work From Home Jobs](#)
- [Apply For Various Private Jobs.](#)
- [Apply For Various Jobs in Private and MNC Sector for Work From Home.](#)
- [Apply For Various Jobs in Private and Work From Home.](#)

### Apply for New Jobs!

1. Apply 2+ Years Experienced for Various Posts. Note: Upload C.V Must Required [Click Here to Register Now!](#)
2. Apply for Part-Time Survey Jobs. (Complete Minimum 1 Survey Must Required to Get Paid in Your Bank Account. If you Did Not Complete Minimum 1 Survey You Did Not Get Paid a Single Money) [Click Here](#)
3. Apply For Various Jobs in Private and Work From Home.

### Description

## Tata Motors Recruitment 2022

Tata Motors published job notification for Talent Management Specialist post.

## Job description

Job Role: Assist TM lead in design and implementation of business focussed Talent Management interventions based on business needs

Roles & Responsibilities:

- Support the TM Lead with the design, development and implementation of the organisational structure initiatives. This will include supporting with role profiling, and creating job descriptions, Role fitment evaluation etc
- Assist TM lead in developing competency framework and defining competencies for various job roles across the organization. Design and Development of Behavioural & functional competency framework and integrating the same with various org./people processes
- Execute talent assessments across employee lifecycle e.g. for recruitment, IJP, promotion, PMS, development initiatives etc. Collaborate with HR Business Partners, SMEs and functional leaders on the development and implementation of talent assessment. Creating feedback reports for assessments. Analyse data to prepare reports and presentations on talent trends
- Execute organizational Surveys and other OD diagnostics exercises, create reports, analysing data and preparing presentations of findings to determine effectiveness of initiatives, determine employee needs/feedback etc
- Support in execution of career and talent related interventions like HI potential program, mentoring programs. Leadership Development programs. Program management, co- ordination with participants, employee communications on program, manage consultant partners, and local vendor relationships and service level agreements in support of talent management programs
- Design effective and efficient communication to keep all stakeholders connected, informed, and on track with talent development program solutions e.g. mailers, program teasers, Org announcements etc
- Understanding Training Need Analysis/Diagnostics for different functions and stakeholders, develop & deliver customized training modules for blended/slide-based class-room programs & ensure training effectiveness goals with respect to Content are achieved.

(adsbygoogle = window.adsbygoogle || []).push({});

Key Skills:

- Adept at planning and execution.
- Can manage stakeholders and expectations in line with function goals.
- Strong communication (both verbal and written) and relationship-building skills

Attributes:

- Learning agility /Ownership /Problem solving /Adaptability / Attention to Detail /Analytical skills.
- Approach all project and program management work with a continuous improvement mind-set
- Keep abreast with the industry best practices in Talent Management.
- Ability to deal with ambiguity and agile pace of working

#### Knowledge:

- Knowledge of Talent Management and L&OD initiatives
- Understand assessments, assessment centres, psychometrics and its usage; Must have basic understanding of statistics to conduct data analysis and results interpretation
- Hands on experience in managing projects/programs in OD/TM
- Good knowledge of MS Office (especially Excel and Power Point)

#### Qualification

- Post Graduate in Human Resources/ Masters in Organizational Psychology from a reputed institute with experience in the area of talent management

## Important Links