



Talent & Organization Development Director ◆ 人事制度・戦略・ビジネスパートナー

世界有数のメディアエージェンシーで革新的な人事戦略を開発・実行するチャンス。

Job Information

Hiring Company

GroupM Japan K.K.

Job ID

1490949

Industry

Advertising, PR

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

8 million yen ~ 10 million yen

Refreshed

August 20th, 2024 15:58

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Fluent

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Overview of job

The Talent and Organization development position will lead the design, development, and implementation of talent and organizational development strategies that align with our company goal. You be responsible not only for designing and implementing wide range of training courses, but also for designing and running various HR initiatives based on employee feedback, such as engagement surveys. You will also understand the needs of the business leaders and organisational changes in line with dynamic changes in the business environment and work closely with business side. You will contribute at both hands-on and strategic levels to cultivate an open and collaborative culture that ensures the employee experience is prioritized. This position reports to Head of People, GroupM Japan.

The three best things about the role:

- The opportunity to work in a fast-paced business environment where no two days are the same.

- The chance to develop and implement an innovative people and culture strategy to support one of the worlds' leading media agencies.
- A fun-loving group of people that are wildly talented, who will inspire you with their brilliant work every day.

Key Responsibilities

- Strategy
 - Identify and address organizational development needs.
 - Develop and execute the talent and organizational development strategy.
 - Lead initiatives that promote our culture of Open, Optimistic and Extraordinary.
 - Continuously evaluate and upgrade all the initiatives based on feedback and data analysis.
 - Learning and Development
 - Oversee development and implementation of learning and development programs including global programs.
 - Design and implement local learning and development programs to enhance skills, knowledge and performance.
 - Organizational Development
 - Design and implement initiatives for improving organizational effectiveness and efficiency.
 - Drive initiatives that enhance employee engagement and organizational culture.
 - Performance management
 - Oversee the performance management process, including goal setting, performance reviews, and feedback.
 - Support managers in conducting effective performance evaluations and providing constructive feedback.
 - Analyze performance data to identify trends and design initiative for improvement.
 - Collaboration and Communication
 - Communicate learning and organizational development initiatives to stakeholders at all levels.
 - Build strong relationship with key stakeholders to ensure alignment and support for development initiatives.
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Required Skills

What you will need

- 8+ years of relevant HR experience with strong focus on HR business partnering, not just limited to learning and development experiences.
 - Proven experience in designing and implementing learning and organizational development programs.
 - Strong communication and interpersonal skills, the ability to influence at all levels of an organization.
 - Excel in driving change by collaborating with the team and enjoying the process with a positive mind always.
 - Project management skills with the ability to manage multiple initiatives simultaneously in driving organizational change.
 - Ability to understand the business and be solutions focused.
 - Creative problem-solving skills and a passion for employees' development and organizational learning.
 - Resilience to thrive in matrix, high paced environment where priorities are constantly shifting.
 - English – Business Level
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Company Description