Job Description: Senior Program Manager – Talent Management

Overview of Piramal Foundation:

Job Overview:

As a Senior Program Manager-Talent Management within the Organization Development team at Piramal Foundation, you will play a critical role in the designing and implementation of key talent initiatives. Collaborating closely with CXOs and other senior leaders across the organization, you will be responsible for designing and embedding talent management programs aligned with the foundation's evolving talent needs and cultural priorities. Reporting to the Program Director, Organization Development, you will also lead a team of up to three Program Leaders.

Key Responsibilities:

- Designing and implementing talent management programs: Lead the development and execution of talent management initiatives, including high potential development, specialist career tracks, and fast track programs.
- Designing and implementing key talent management exercises: Oversee the management of critical talent exercises such as job levelling, benchmarking, and organizational structuring to ensure the foundation's talent pool is efficiently utilized and developed.
- Evolution of existing programs: Continuously improve and evolve existing talent management programs, including performance assessment and management, performance feedback, and promotion assessments.
- Diversity, Inclusion and Safety: Design and Implement diversity, inclusion, and safety initiatives across Big Bets to build teams that reflect the foundation's commitment to equality and inclusivity.
- Team leadership: Provide mentorship and guidance to a team of Program Leaders, fostering a collaborative and growth-oriented work environment.
- Stakeholder Management: Collaborate closely with CXOs and management teams to understand their talent needs and align initiatives accordingly to support the foundation's mission.

Essential Mindset/Behaviours:

- Creativity: Demonstrate a creative mindset to design innovative solutions for talent management challenges.
- Tolerance for ambiguity: Adapt and thrive in ambiguous situations and navigate complex challenges effectively.
- Entrepreneurship: Display an entrepreneurial spirit with a focus on driving positive outcomes in talent development.

- Learning agility: Stay abreast of the latest trends and best practices in talent management, fostering a culture of continuous learning and improvement.
- Seva Bhav: Embody the spirit of Seva Bhav (selfless service) in driving talent development initiatives that contribute to the greater social impact of Piramal Foundation.
- Collaboration: Exhibit excellent collaboration and interpersonal skills to work effectively with diverse stakeholders and build strong working relationships.
- Impact-driven: Demonstrate an impact-oriented approach, measuring and enhancing the effectiveness of talent programs to achieve meaningful outcomes.

Essential Skills and Experiences:

- Master's degree in a relevant field, such as Talent Management, Organizational Behaviour, or Organizational Development.
- 8+ years of experience in talent management, talent consulting, or organizational development.
- Familiarity with the social impact landscape in India and a passion for contributing to transformative change.
- Experience working with CXOs and management teams, providing strategic talent solutions.
- Strong critical thinking and problem-solving skills to analyse complex talent challenges and develop effective solutions.
- Data-driven and analytical mindset, leveraging data to drive decision-making.
- Excellent communication and interpersonal skills, with the ability to influence stakeholders at all levels.

For applications, please send updated CV on (Mandatory)
recruitment.SS@piramalfoundation.org.

Please fill the below form to apply. (Mandatory) https://forms.office.com/r/kQ7NMRm6Bu

Timeline for application receipt - 10th January 2024.