

Talent Management Executive

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Company: Women First Jobs

Location: united arab emirates

Category: other-general

Talent Acquisition: Collaborate with hiring managers to understand staffing needs and develop effective recruitment strategies. Source screen and interview candidates to ensure a highquality talent pool. Manage the endtoend recruitment process from job posting to onboarding. **Employee Development:** Design and implement training and development programs to enhance employees skills and capabilities. Identify opportunities for career development and create pathways for employee growth within the organization. Conduct regular performance reviews and provide feedback for continuous improvement. **Succession Planning:** Work closely with leadership to identify key positions and develop succession plans for critical roles. Ensure a pipeline of qualified internal candidates for key positions through talent development initiatives. **Employee Engagement:** Develop and implement initiatives to enhance employee engagement satisfaction and overall workplace morale. Conduct employee surveys and analyze feedback to identify areas for improvement. **Performance Management:** Implement and oversee performance management processes including goal setting regular checkins and performance evaluations. Provide guidance to managers on addressing performance issues and improving team dynamics. **Talent Retention:** Identify and address factors influencing employee turnover. Develop and implement retention strategies to ensure the organization retains top talent. **Organizational Culture:** Contribute to the development and maintenance of a positive organizational culture that aligns with the companys values and goals. Promote diversity equity and inclusion initiatives within the workplace.

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