



connected
charismatic
close to the business
internationally experienced

Are these the attributes people associate with you? Then we should get to know each other.

Our client is a leading global industrial group headquartered in Eastern North Rhine-Westphalia. The company is renowned for its high quality, creative engineering spirit, and technological expertise. With nearly 40,000 employees, it develops sustainable, innovative products and solutions with great motivation for its global customers across a variety of industries.

We are looking for you as a charismatic

Head of Global Talent Management / L&D (m/f/d)

Reporting directly to the CHRO, you and your team will be responsible for **Talent Identification & Development**, **Succession Management** and the global L&D agenda.

Your Mission:

- **Close personal collaboration** with **top executives** and **talents** in succession and talent development
- **Leadership of talent managers/L&D experts** in business groups & regions as initiator and integrator
- **Succession Planning:** Ensuring strategic succession planning for the top 100 key positions
- **Career Planning:** Designing individual, international, and specialized career paths
- **Talent Identification:** Identifying and developing high potentials, considering inclusion, diversity, and equality, using and evolving diagnostic and evaluation tools
- **Talent Retention:** Developing strategies to retain top talents
- **Managing Global L&D** (needs, re-/up-skilling, curriculum, catalog, LMS, KPIs)

Your Profile:

- Completed university degree and at least 8 years of experience in **international HR roles** in CoEs and business, preferably in industrial companies
- Expertise in change and project management, **leadership experience**, **coaching/diagnostic** know-how
- Experience in collaborating with various **stakeholders** and operating in **international matrix organizations**
- Results-oriented execution, excellent communication skills, persuasive and motivational strength, innovative and entrepreneurial thinking, reliability

Our client offers you a future-oriented and collaborative corporate culture, creative freedom, high international exposure, an attractive salary, and individual development opportunities. On-site presence of 2-3 days per week is desired, though a bi-weekly rhythm is also conceivable.

Please send your application including salary expectations and availability to Head-Global-Talent@profils.de attn. Dr. Susanne Ribbert - Owner, profils executive search - www.profils.de