



GLOBAL TALENT MANAGEMENT EXPERT (F/M/D) NIVEA

YOUR TASKS

Are you passionate about developing people to be their best selves? Are you curious about cutting edge talent management practices and trying new approaches? Does cracking the challenge of career development in this ever-changing world excite you? Are you known for surfacing talent gaps and creating systematic solutions to fill them? Do you want to have global impact to step change people development and tackle capability gaps?

If so... we may have just the right challenge for you!!!!

The Global Talent Management Expert (f/m/d) is part of the Centre of Expertise (COE) Culture & People team responsible for designing and evolving our key people and culture levers and processes in Beiersdorf.

The Global Talent Management Expert (f/m/d) will develop, continuously improve and implement the global talent management framework so that we develop our people well to ensure Beiersdorf's continued success by:

- Developing everyone to reach their full potential and
- Building a pipeline of candidates with needed capabilities and experiences to fuel our leadership pipeline globally

Further tasks in detail will be:

- Support implementation of global talent management solutions, incl. development and potential process and succession management
- Support development and implementation of global talent management solutions to address pipeline gaps, enhance organizational level capabilities and introducing a holistic approach to careers at Beiersdorf
- Conduct needs analysis, market benchmarks, and develop solution proposals and implementation approaches in the area of talent management
- Continuously optimize and digitize talent processes, standards and systems to ensure quality and efficiency
- Work with business, regions and countries on development and implementation of talent management solutions

YOUR PROFILE

- Degree in Industrial/Organizational Psychology, Business Administration, Social Science or related fields
- Previous Talent Management experience in consultancy firms or corporate consultancy role is desired, alternatively HR professionals with strong interest in Talent Management
- Understanding of market practices and understanding for global implementation
- High learning agility, always striving for more and digital savvy
- Strong strategic thinking capability with pragmatic can-do attitude
- Good communication and stakeholder management skills, displaying intercultural

ADDITIONAL INFORMATION

You are welcome to apply without a cover letter. We look forward to receiving your application including a compelling curriculum vitae with relevant references and certificates. If you have any questions, please contact our recruiter Regine Siebe every Wednesday between 1 and 2 pm via the telephone number: +494049094956.

JOB DETAILS

Contract Type: Unlimited / Full-Time
Department: COE Development
Job Start Date: 8/1/2021
Country / City: Germany / Hamburg
Company: Beiersdorf AG
Job ID: 5444

sensitivity

- High maturity level when engaging with senior stakeholders and dealing with critical issues with time pressure