



Job Description

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Job Title Talent and Development Manager	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Manager	Industry Banking
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Banking: 5 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

This role involves attracting and hiring top talent, facilitating smooth onboarding and offboarding processes, and fostering a positive work environment through effective employee relations and conflict resolution. The Talent and Development Manager also manages compensation and benefits programs, learning and development including the creation of training programs, leadership development initiatives, and skill enhancement opportunities to promote employee growth.

Responsibilities

- **Talent Strategy Development:** Design and implement strategies for talent management, aligning with organizational goals and workforce needs.
- **Learning and Development:** Develop and oversee training programs, workshops, and seminars to enhance employee skills and career development.
- **Leadership Development:** Create and manage leadership development initiatives to identify and prepare high-potential employees for leadership roles.
- **Performance Management Support:** Collaborate with HR and management teams to establish and enhance performance management processes.
- **Employee Engagement:** Implement initiatives to boost employee engagement, satisfaction, and retention through development opportunities.
- **Skills Gap Analysis:** Conduct assessments to identify skills gaps and recommend targeted development interventions.
- **Mentorship Programs:** Develop and manage mentorship and coaching programs to support employee growth and knowledge transfer.
- **Evaluation and Reporting:** Measure the effectiveness of training and development initiatives through feedback, performance metrics, and ROI analysis.
- **Collaboration with Stakeholders:** Work closely with department heads and senior leadership to align talent and development initiatives with organizational priorities.
- **Compliance and Standards:** Ensure all training and development activities comply with industry regulations and organizational policies.

Education & Qualifications

- Bachelor's Degree in Human Resources, Business Administration, Organizational Development, or a related field

Requirements

- A minimum of 5-7 years of experience in the field

Characteristics

- Strong Communication Skills: Ability to present training materials effectively and engage with diverse teams.
- Project Management Skills: Experience in managing multiple development programs simultaneously.
- Knowledge of Compliance and Banking Standards: Familiarity with banking regulations, AML policies, and risk management frameworks.
- Analytical Skills: Ability to assess training needs, evaluate program effectiveness, and measure ROI.
- Leadership Abilities: Strong capability to mentor, coach, and inspire employees at all levels.
- Problem-Solving Skills: Adaptable to addressing challenges in talent development within a regulated environment.

Driving Licence

Not Required

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