

Human Resources

Erfahren

Manager Talent Management and Development (m/f/d)

Bruchkoebel, Germany

The **Motherson Group** is one of the 15 largest and sustainable full system solutions providers to the global automotive industry, serving multiple further industries, such as rolling stock, aerospace, medical, IT, and logistics, with over 200,000 employees across 44 countries worldwide. The **Chairman's Office Europe and North Africa (COE)** is supporting and coordinating our operating units, R&D centres, and representative offices across Europe and North Africa with corporate functions and services. Given our fast growth, we are constantly looking for talented new colleagues to become part of our team.

Was Sie leisten

Your tasks.

- Create and run talent development programs that meet the needs of the business.
- Initiate and lead new development initiatives that help employees grow and support company goals.
- Keep existing development programs up to date, focusing on leadership, skills, and future needs.
- Build and maintain a regional talent pool to connect employees' career paths with business opportunities and support cross-company moves.
- Oversee and align succession planning for top managers to ensure a strong pipeline of future leaders.
- Drive progression planning across key functions and levels to ensure employees are developed and prepared for future roles.
- Act as a business partner for leaders, providing guidance on people development, succession, and progression topics.
- Work closely with the regional talent management and development cross-divisional team to foster collaboration.
- Provide regular updates and presentations to senior management on talent and development progress.
- Support other HR projects in the COE region, ensuring they follow policies and reflect Motherson values.

Was wir suchen

Your profile.

- Degree in Human Resources, Social Sciences, or a similar field.
- Several years of experience in Talent Management and Development, with proven success in creating and running development programs in an international setting. Experience in leading HR projects; change management experience is a plus.
- Strong communication skills – clear, persuasive, and able to handle conflicts.
- Team player who can build strong relationships across countries, functions, and divisions.
- Acts as a business partner and is willing to take on HR generalist responsibilities where needed.
- Ensures progression and succession planning processes are in place and actively managed.
- Confident in giving presentations and speaking in public.
- Well-organized, able to manage multiple projects simultaneously, and meet deadlines with attention to detail.
- Comfortable using data to guide decisions and improve development programs.
- Strong problem-solving skills with a practical, solution-focused approach.

Was wir anbieten