

United Kingdom Jobs Expertini®

Senior Talent Enablement Specialist

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Company: IDEXX

Location: United Kingdom

Category: business-and-financial-operations

Senior Talent Enablement Specialist

As a Senior Talent Enablement Specialist, and a member of the global Talent Development Center of Expertise, you will provide knowledge and expertise in Talent Practice process strategy, definition and development, project management, embedding and leveraging competency-based talent tools and resources, stakeholder and change management. The scope of the role may include onboarding, performance management, talent and succession planning, individual development planning/career development, and mentoring.

Do you have a passion for enabling and developing Talent? Do you possess exceptional project management experience and expertise? Are you able to network, collaborate, prioritize, organize, plan and align in an international, multicultural, fast-paced matrix organization? And do you have an extensive background in Talent Management - developing, implementing, and demonstrating the impact of talent practices?

Then we really want to connect with you!

In this Role

As a Senior Talent Enablement Specialist, in partnership with the Sr. Manager of Talent Enablement, you will lead the design, planning and implementation of key talent initiatives in support of our dynamic and rapidly growing, global business.

You will be a business talent consultant and establish strong partnering relationships with HR and business leaders throughout the organization.

You will lead program strategy, design, and implementation through solid project

management practices, including project plans, detailed work plans, and establish measures of success.

You will be a change leader and take responsibility for leading and delivering transformational talent practices to achieve the outcomes outlined by our Talent Strategy.

You will use metrics and benchmarks to monitor accuracy and quality of existing talent practices and will innovate existing practices to improve effectiveness and impact.

In partnership with Sr Manager and key stakeholders, you will support the definition of requirements and analysis of talent technology solutions to support current and future talent practices leveraging the Company core HRIS (Workday).

You will engage with Business HR and other stakeholders to refine requirements for Enterprise Talent Practices frameworks and tools, leveraging and aligning best practices already developed across the business.

You will partner with the talent analytics CoE, leveraging talent data to develop insights that diagnose the underlying causes of key talent issues and identify opportunities to enhance talent outcomes.

What you need to Succeed

You have a Bachelors degree and or a Post Graduate degree in a relevant field.

You possess a strong ability to work in a self-directed, hybrid environment.

You have excellent planning, organizing and execution skills, with demonstrated ability to achieve planned results.

You demonstrate a global perspective, and you take a broad view when approaching issues, using a global lens, to fully incorporate current and anticipated global, cultural, and geographic factors and their implications.

You display a strategic mindset and can see ahead to future possibilities and translate them into breakthrough strategies.

You have organizational savvy and can navigate comfortably through complex matrix, process, and people-related dynamics.

You possess situational adaptability and can adapt your approach and demeanor in real time to match the shifting demands of different situations.

You demonstrate a strong customer focus and are able to build solid relationships and deliver customer-centric solutions.

You value differences by recognizing the value that different perspectives and cultures bring to an organization.

Excellent organizational, business, and communication skills, including analytical ability, project management, and facilitation in both one-to-one and group contexts.

Experience with Microsoft Office applications, including Teams and functional understanding of Talent and HR information Systems (Workday) preferred.

You have emotional intelligence, humility, willingness to learn and take and receive feedback constructively.

High ethical standards.

Why IDEXX

We're proud of the work we do because our work matters. An innovation leader in every industry we serve, we follow our Purpose and Guiding Principles to help pet owners worldwide keep their companion animals health and happy, to ensure safe drinking water for billions, and to help farmers protect livestock and poultry from disease. We have customers in over 175 countries and a global workforce of over 10,000 talented people.

So, what does that mean for you? We enrich livelihoods of our employees with a positive and respectful work culture that embraces challenges and encourages learning and discovery. At IDEXX, you will be supported by competitive compensation, incentives and benefits while enjoying purposeful work that drives improvement.

Let's pursue what matters together!

IDEXX values a diverse workforce and workplace and strongly encourages women, people of color, LGBT individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply.

IDEXX is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age,

religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition, or any protected category prohibited by local, state, or federal laws.

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