

Colombia Jobs Expertini®

Talent Success Lead

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Company: SoftServe

Location: Colombia

Category: arts-design-entertainment-sports-and-media

WE ARE

SoftServe is an international technology solutions company specializing in software product and application development, and services. In January 2022 we started our operations in Latin America. We have committed to grow our local community to 3,500 associates by 2025 and invest in the market.

Our Talent Operations team is focused on positive employee experience, strategic talent development, talent pool planning, resource management, cost efficiency, and retention. We cooperate closely with our internal business stakeholders and communicate with different people and departments a lot! Each of us is unique and will be able to offer you our own experiences and knowledge.

IF YOU ARE

Having at least 3 years of experience with Recruitment, HR, and Talent Managing processes

Well-versed in people management

An expert in budget management

Possessing a high level of analytical and problem-solving skills

Superior in organizational skills, attentive to detail

Committed to the accuracy and completeness of the information

Capable of managing high-volume priorities and resources in a client-driven environment

Highly service-oriented and demonstrating a responsive attitude

Confident in Microsoft Office suite, in particular, Excel, Word, and Outlook

Displaying excellent written and verbal communication skills along with well-developed interpersonal skills at Upper Intermediate+ English level

and YOU WANT TO

Support employees: guide the career management process, job satisfaction, skills development, internal projects, future assignment plans, etc.

Support employees in the internal company reserve as their line manager

Supervise Talent Center: provide analysis of reserve quality and quantity of available specialists, make hiring decisions, ensure cost-effectiveness, manage tasks assignment, and compensation, etc.

Oversee internal talent pool: process goals, feedback and career paths for employees

Manage rotations and plan substitutions

Identify and arrange retraining needs for new or growing competency

Participate in staffing strategy development for specific projects and positions in location, identify needs for apprentices

Investigate, create, and apply best practices for staffing speed-up in location/company

Analyze talent pool and local IT market data

Drive the process of career path promotion or project changes (internal mobility) for employees

TOGETHER WE WILL

Support your technical and personal growth — we have a dedicated career plan for all roles in our company

Work on dynamic projects in a very stable workplace

Enjoy flexible working hours — whether you are a morning bird or a sleepyhead, it is ok with us

Take part in internal and external events where you can build and promote your personal brand

Have access to experienced specialists willing to share their knowledge

Care about your initiatives — we are open to them, just come and share your ideas

Share many other advantages with you such as attractive salary, modern office, a package of benefits

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