

ROLE DESCRIPTION:
**TALENT MANAGEMENT
 PARTNER**

WHAT YOU DO

The role supports specific segments of the region with their Talent Management activities.

It secures that all the relevant Talent Management tools and processes are effectively rolled out and uses them to set a Talent Management implementation strategy relevant for the region and based on the current business needs.

WHO YOU ARE

The Talent Management Partner is a skilled TM practitioner with advanced competences and experience in communication, succession planning, and talent development.

You support key role readiness in your Region by coordinating talent pipelines, succession planning and deployments for local key roles positions.

You engage and educate Region and Sales markets to reach people results.

HOW YOU DO IT

By acting in line with our values, having the right mindset and leadership, you contribute to H&M’s business success.

You have a growth mindset and encourage cross-functional collaboration where your colleagues’ success is equally to yours.

You promote a positive and open environment where opinions, views and ideas are shared, proactively bring innovative ideas and explore growth opportunities

No matter what your role may be at H&M – WHAT you do is as important as HOW you do it.

WHAT YOU DO

Your responsibilities

Add/remove/change main areas of responsibilities and explain major tasks in a couple of bullet points

<p>Talent Culture</p>	<ul style="list-style-type: none"> ● Coach Regional business leaders to champion the talent culture we want at H&M Group, inspired by our values, leadership, and TM principles
<p>Talent Strategy</p>	<ul style="list-style-type: none"> ● Utilise the TM processes and tools to set and implement a TM strategy that supports the regional business plans and provides input into the global TM strategy ● Coach business leaders to champion the talent culture we want at H&M Group, inspired by our values, leadership and TM principles ● Participate in (or lead) global initiatives as an active member of the Talent Management Community ● Adapt global WoW and best practices to local business needs and support in setting targets for Talent-related KPIs together for the Region
<p>Succession Planning & Career Framework</p>	<ul style="list-style-type: none"> ● Support implementation of the talent identification and succession planning processes in the Region and coordinate talent pipelines and succession planning for Regional key roles ● Adapt and support the implementation of the global career path structure within the Region. ● Analyse the Region’s employee engagement connected to internal career development and collaborate with the regional teams in setting local career activities to attract and retain internal talent
<p>Collaboration / Stakeholder management</p>	<ul style="list-style-type: none"> ● Participate in (or lead) global initiatives as an active member of the Talent Management Community ● Empower strong cross-collaboration with key stakeholders: <p>HR Community:</p> <ul style="list-style-type: none"> ● Regional HRM, Sales Market HRMs, Area HRs and the other Regional specialist teams ● Global TM COE and L&PD COE <p>Business:</p> <ul style="list-style-type: none"> ● Business Leaders in the Region in scope, including Sales Market Managers within the region

WHO YOU ARE

Your knowledge and personal characteristics

Knowledge consists of education, skills, experience

<p>Education</p> <p><i>list relevant formal education, eg. university degree (or equivalent) and/or other trainings, professional courses and certifications which are relevant for the role</i></p>	<ul style="list-style-type: none"> ● Formal education within the HR field (or similar) ● University degree or equivalent credentials and certifications 	
<p>Skills</p> <p><i>list the most important skills needed to perform the job. Skill is defined as ability to use knowledge in execution and performance. Skills can, but don't have to be related to formal education, eg. accounting skills, digital marketing, stakeholder management, communication skills...etc.</i></p>	<p>CORE COMPETENCES</p> <ul style="list-style-type: none"> ● Business Acumen ● Advising Skills ● Analytical Skills ● Change Management ● Stakeholder Management Skills ● Digital Literacy ● Organizational Skills ● People Analytics Skills 	<p>SPECIALIST COMPETENCES</p> <ul style="list-style-type: none"> ● Workforce Planning ● Succession Planning ● Talent Development ● Leadership Models and Theories ● Assessment Tools ● Employee Engagement ● Talent Acquisition (understanding) ● Total Rewards (understanding)
<p>Experience</p> <p><i>list relevant previous work related (and private if applicable) experience that could be beneficial for the role</i></p>	<ul style="list-style-type: none"> ● Experience of working with talent management, preferably within retail ● Experience of working 'hands on' with talent management tools and processes ● Experience in setting and supporting implementation of strategies and driving results within the HR function 	

Personal characteristics

List the 3-7 most important personal characteristics that describe how you behave at work

(choose from the list and/or add other ones)

People and relationships:

Communicative / influencing / socially confident / supportive / consultative

Tasks and projects:

Analytical / conceptual / creative / methodical / conscientious

Drives and emotions:

Relaxed / resilient / flexible / decisive and action oriented / achievement oriented

Other:

HOW YOU DO IT

Your behaviours: living the values, growth mindset, leadership (if applicable)

No matter what your role may be at H&M – WHAT you do is as important as HOW you do it. This part applies to all roles at H&M and should not be edited.

<h3>Our Values</h3> <p>All colleagues within H&M Group share the same values.</p> <p>They express how we create meaningful growth together – with our customers at heart and the mindset Everyone is a leader.</p>	<h3>Values in action</h3> <p>Our values are put into action through their key behaviours/competences, that guide all colleagues across H&M Group to perform a task successfully regardless of role. See below.</p>
<ul style="list-style-type: none">● We are one team● We believe in people● We are entrepreneurs● We make constant improvement● We are cost conscious● We are straight forward and open minded● We keep it simple	<ul style="list-style-type: none">● Collaboration (e.g., the ability to be collaborative, inclusive, engaging)● Empowerment (e.g., the ability to be empowering, trusting, listening)● Innovation (e.g., the ability to be innovative, risk-tolerant, flexible)● Improvement (e.g., the ability to be action oriented, taking ownership, willing to learn)● Resourcefulness (e.g., the ability to be resourceful, responsible, proactive)● Honesty (e.g., the ability to be open-minded, sincere, self-aware)● Clarity (e.g., the ability to be clear, efficient, effective) <p><i>[Turn to the overview of Values in action here for more detailed examples of how the key behaviours/competences can be expressed]</i></p>

OUR VALUES are the starting point for how we act. They form a red thread throughout the competences needed in your role.

