

ROLE DESCRIPTION:
TALENT MANAGEMENT
SPECIALIST

WHAT YOU DO

WHO YOU ARE

HOW YOU DO IT

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	The Talent Management Specialist 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.	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.
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WHAT YOU DO

Your responsibilities

Talent Culture	• Coach Regional business leaders to champion the talent culture we want at H&M Group, inspired by our values, leadership, and TM principles
Talent Strategy	• 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
Succession Planning & Career Framework	• 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
Collaboration / Stakeholder management	• Participate in (or lead) global initiatives as an active member of the Talent Management Community • Empower strong cross-collaboration with key stakeholders: HR Community: • Regional HRM, Sales Market HRMs, Area HRs and the other Regional specialist teams • Global TM COE and L&PD COE Business:

	• Business Leaders in the Region in scope, including Sales Market Managers within the region
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WHO YOU ARE

Your knowledge and Competencies

Knowledge consists of skills, competencies & experience

Education	• Formal education within the HR field (or similar) • University degree or equivalent credentials and certifications
Skills	CORE COMPETENCES • Business Acumen • Advising Skills • Analytical Skills • Change Management • Stakeholder Management Skills • Digital Literacy • Organizational Skills • People Analytics Skills • Fluent in English and at least one regional language SPECIALIST COMPETENCES • Workforce Planning • Succession Planning • Talent Development • Leadership Models and Theories • Assessment Tools • Employee Engagement • Talent Acquisition (understanding) • Total Rewards (understanding)
Experience	• 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	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
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HOW YOU DO IT

Your behaviours: living the values, growth mindset, and leadership

No matter what your role may be at H&M – WHAT you do is as important as HOW you do it. Our Values are the starting point for how we act.

Our Values Our values have both guided and united us since 1947. They are the foundation of our culture, embedded in everything we do and everything we create.	Values in action Our values are put into action through their key behaviours/competences, that guide everyone here to perform a task successfully regardless of role. See below.
• 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	• 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, feedback culture) • Clarity (e.g., the ability to be clear, efficient, effective) [More detailed examples & information in relation to the Values can be found in the document  Values in Action Overview.pptx, please click on link to access].