

## **Manager, Talent Development**

**First Citizens Bank**

**Raleigh, NC**

The Manager Talent Development is a new position with responsibility for the design and oversight of talent development solutions across the enterprise.

- Solutions include corporate sponsored talent development programs, processes and systems in the areas of onboarding, performance management, talent assessment and succession planning, competency modeling and career pathing.
- Must maintain knowledge of Bank strategy and key initiatives and act as a liaison between Learning & Talent Development, HR COEs and internal client groups on talent related programs and processes.
- Develops methodology to collect, analyze, and monitor talent data and leverages insights to recommend and improve talent solutions that result in increased leader effectiveness.
- Works closely with internal and external business partners to ensure that talent development solutions are aligned with the Bank's strategy and culture.

### **Basic Qualifications:**

Bachelor Degree with 10 years' experience in Human Resources, Learning, and/or Talent Development solution delivery including people management responsibility.

### **Additional Requirements**

- Experience leading performance management, talent development and succession planning processes and programs with demonstrated positive impact to the organization
- Experience in career pathing and competency modeling
- Understanding of adult learning principles, talent management practices and organizational development models, tools and trends with ability to interpret and leverage in alignment with the corporate culture
- Demonstrated ability to design and facilitate group presentations, meetings and skills development workshops
- Excellent verbal and written communication with a high degree of professionalism
- Strong collaboration and influencing skills
- Strong business acumen with ability to translate and map business strategies to talent solutions
- Able to extract insights from data, identify root cause of issues, determine gaps in skills/knowledge, and recommend creative, executable talent development solutions
- Demonstrated project management skills with ability to drive results and progress multiple initiatives in parallel
- Able to maintain complete discretion when working with sensitive, confidential information
- MBTI, Situational Leadership or other related leadership development certifications
- Strong MS Office Suite skills (e.g. Word, Power Point, Excel) and experience with talent management systems
- Ability to travel overnight as much as 25%

### **Other Preferred Qualifications**

- Bachelor Degree in Business, Marketing, Human Resources or Adult Learning
- Master's Degree
- Talent Management Certification
- Financial Services or Banking experience

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