



Global Talent Management Specialist

Location: US remote, within one of the following states: AR, AL, CA, CO, FL, GA, MI, MO, OR, SC, TN, TX, VA or WA

Job Department: HR

Type: Salaried, Full-Time

Supervisor: Chief Human Resources Officer

Job Purpose

Living Water is growing rapidly and is searching for an experienced human resource professional to help us maximize our most valuable resource – our global staff. This position will be key to helping us support and develop current staff while also fueling organizational growth so we can meet the changing needs of the communities we serve. If you're interested in being part of our team, please review the list of responsibilities and qualifications below.

Core Characteristics

These principles guide and identify us as colleagues and representatives of Living Water:

- Honor God
- Develop People
- Pursue Excellence
- Be Good Stewards

Key Tasks and Responsibilities

- Design and manage multiple programs, processes, and systems to enhance organizational effectiveness, leadership development, performance management, team development and individual capabilities.
- Optimize and administer the talent management aspects of the HRIS, which includes, onboarding, performance management, training and development planning, and career pathing, as well as lead the implementation of the recruitment module.
- Lead and mentor managers to enable them to implement talent management initiatives throughout the organization.
- Partner with US HR Business Partner and Regional HR Managers to facilitate communications and training activities that effectively translate talent and performance management business process and systems into easily understandable programs.
- Provide upskilling sessions to HR managers and line managers on various talent topics.
- Provide consulting to management for succession planning and executive development in line with the strategic business direction.
- Develop talent management policies and programs to meet organizational training and career path needs.
- Partner with international talent management community to design and implement programs with a global impact and interface with external talent management vendors.
- Support the work of the change and capacity management team. Co-create capacity building framework and implementation/communication plan.
- Partner with global communications and HR managers to develop and manage employment branding, social media strategy and other recruitment materials.
- Support the execution and embedding of current and future leadership journey initiatives.
- May also contribute to projects related to survey design and implementation.
- Conducts department administrative duties as needed.

Minimum Education/Experience

- Minimum of 5 years in learning & development or talent management with at least 3 years of impacting business through leadership and organizational development.
- Relevant degree such as bachelor's or master's degree in human resources, business, psychology, or another related field.
- Certifications in coaching, psychometric testing, project management are desirable but not required.
- Technical skills and experience with HR information systems.
- Experience creating and facilitating learning and development programs using adult learning theories and experiential learning concepts.
- Proven ability to effectively communicate to diverse audiences and levels within the organization, particularly in a dispersed, virtual environment.
- Ability to work in collaborative team environment, build relationships and work well cross functionally, including coaching, consulting, and enabling managers.
- Ability to manage and influence change.
- Ability to think and act strategically, operationally, and tactically.
- Demonstrated ability to meet deadlines, handling and prioritizing simultaneous requests.

More about Living Water

Living Water International exists to demonstrate the love of God by helping communities acquire desperately needed clean water and to experience “living water”—the gospel of Jesus Christ—which alone satisfies the deepest thirst. We mobilize churches and communities through water access, sanitation, and hygiene (WASH) interventions to increase the physical, spiritual, and social wellbeing of the most vulnerable in communities around the world. With over 300 global staff, we currently work in 18 countries and have provided access to safe water to nearly 6.5 million people.

We Offer

- Generous PTO, vacation, and holidays
- Retirement/403(b) with match
- Medical, vision and dental benefits
- Group Life, STD, LTD and AD&D (Employer paid)
- Opportunities for professional development
- Spiritual care and formation program
- Employee assistance program
- Casual dress code

Please apply online at: <http://water.cc/jobs>.