

Development Program Specialist (m/f/d)

Deutsche Telekom AG

Job ID:	104130
Country:	Germany
Location:	Bonn
Region:	Nordrhein-Westfalen
Employment Type:	Full Time - Regular
Job Level:	Professional
Languages Required:	English
Experience Required:	5 years and more
Travel Percentage:	0-25%

Job Description

- Define and identify with business future capabilities sets that are needed for critical roles
- Conduct gap analysis and co-create targeted talent programs in cooperation with central HR functions
- Regularly update the view of talent and promotion pipeline raising issues, opportunities and actions for our European entities in our business functions
- Build and manage learnings and development offerings for the segment Europe and ensure that all necessary inputs from succession, talent, and performance management are in line with overall needs of the segment
- Support in design and execution of specific growth programs with a focus on attitude and capabilities improvement for the segment Europe
- Identify people trends and insights to support data-driven people decisions

Job requirements

- Academic degree in Business Administration with focus Human Resources, or related field preferred
- 5-7 years experience in HR, especially talent management, learning and development
- Broad experience in the design and execution of development and capabilities improvements programs, transformation and change management execution within IT and Telco environment
- Profound knowledge and ability for data driven decision making, ensuring factual based selection in place with strong analytical foundation
- Ability to work result oriented in a complex, diverse, dynamic and international environment with changing demands
- Fluent in business English, both oral and written, German language skills would be appreciated

Deutsche Telekom AG

 We feel as much at home in Bonn as we do in the 50 other countries around the globe where we provide our services. As one of the leading telecommunications providers in Europe, we also have a footprint in the markets in Asia and the United States. We're on our way to become one of the industry's top service companies and want you to help us to get there.

Contact

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