



Join a high-performing group with a purpose:
to grow a safer, cleaner, healthier future
for everyone, every day.

We are hiring for **Lead – Talent Development** in **Halma**

Location	Business Unit	Report to
Bengaluru	Halma Core	Director/Manager

About us

Halma is a global group of life-saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long-term growth in revenues and profits and an increase in dividend by ≥ 5% every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

HALMA INDIA IS CERTIFIED AS A GREAT PLACE TO WORK.

Here's why working with us is fulfilling:

We offer a safe and respectful workplace, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

We nurture entrepreneurial spirits and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

We are simple, humble and approachable, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!

Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.





Detailed job description

Position Objective (The purpose of role in current business/market scenario)	To provide support to the organization in a way to create an accelerated growth through talent development.
Responsibilities (KRAs / deliverables / job expectations)	- Tracking and analysing the effectiveness of the training programs conducted. - Initiate training needs identification and create a training calendar for technical and behavioural competencies. - Identify, Assess and manage training partners/consultants that offer best in class solutions. - Manage a pipeline of talent for future roles creating and managing a process for identifying the hi-potential talent within the organization by varied methods of data gathering followed as per the organization. - Developing a career path and a development plan for the key talent identified based on defined competencies. - Drive the competency framework across all the roles. - Initiate and drive the alignment of designations and competencies to the created career path across the organization. - Manage a pipeline of talent for future roles. - Responsible for keeping a track on the Performance management data for the organization. - Managing multiple stakeholders across multiple countries and local business heads. - Working and collaboration with the global teams for identifying opportunities, roles and mentoring or key talent. - Long term plan to create and manage mentoring program for key talent.
Critical Success factors (critical / high impact aspects of role)	- Understanding and experience in working on the concepts of Training, Learning and Development. - Application of the knowledge in identifying and mapping talent. - Cross-functional and multi-country collaboration.
Academic qualification	- Graduation and PG/MBA in Human Resources. - Certification course in L&D.
Experience (exposure)	5+ years of experience in Training and Development. - Experience in OD will be an added advantage. - Experience in multinational company. - Working with training consultants and organizations. - Exposure to Workday would be an added advantage. - Certification in psychometric tools.

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**Competencies
(fundamental skills and
attitudes)**

- Strong Inter-personal skills.
- Analytical skills.
- Growth mindset.
- Planning and organising skills.
- Conflict management.
- Data management.
- Confidentiality.

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