



## PR/117987 | Talent & Succession Development Manager

### Job Information

**Recruiter**

JAC Recruitment Thailand

**Job ID**

1556828

**Industry**

IT Consulting

**Job Type**

Permanent Full-time

**Location**

Thailand

**Salary**

Negotiable, based on experience

**Refreshed**

February 3rd, 2026 01:00

### General Requirements

**Career Level**

Mid Career

**Minimum English Level**

None

**Minimum Japanese Level**

None

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

No permission to work in Japan required

### Job Description

**Position: Talent & Succession Development Manager****Role Summary:**

This role is responsible for crafting and executing strategic initiatives in talent development and succession planning. The manager ensures the organization maintains a strong leadership pipeline and a sustainable approach to identifying and nurturing high-potential talent in alignment with business objectives.

**Key Responsibilities****Succession Planning**

- Develop and manage frameworks to identify and prepare high-potential employees for key leadership roles.
- Partner with senior leaders to conduct talent reviews and assess succession readiness.
- Maintain and grow talent pipelines for mission-critical positions across the organization.

**Talent Development**

- Lead the design and rollout of leadership development programs, mentoring schemes, and competency-based learning pathways.

- Collaborate with HR Business Partners and department leaders to align development strategies with organizational needs.
- Evaluate program impact using data insights and participant feedback.

#### **Organizational Development**

- Support change initiatives that improve employee engagement, satisfaction, and overall productivity.
- Contribute to the development and execution of organizational development strategies.
- Implement interventions that promote a high-performance and positive workplace culture.

#### **Learning Strategy**

- Conduct training needs assessments and design curriculum frameworks tailored to both functional and leadership competencies.
- Oversee the integration of digital learning platforms and learning management systems to encourage self-directed learning.
- Facilitate learning sessions focused on leadership, change management, and organizational effectiveness.

#### **Performance Management**

- Align performance management systems with talent development objectives.
- Support goal-setting, performance review processes, and continuous feedback mechanisms.
- Analyze performance data to inform workforce planning and talent strategies.

#### **Qualifications**

- Master's degree in Psychology, Human Resources, Organizational Development, or a related field.
- Additional certifications in HRD, Talent Management, or OD are advantageous.
- 8–10 years of experience in Learning & Development, Talent Management, or Organizational Development.
- Proven expertise in succession planning, leadership development, and competency modeling.
- Experience with LMS platforms and digital learning technologies.
- Strong strategic thinking and ability to align talent initiatives with business goals.
- Excellent project management and stakeholder engagement skills.
- Proficient in data analysis and performance metrics.
- Outstanding communication, facilitation, and coaching abilities.
- Collaborative and influential across functions.

**Notice:** By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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#### **Company Description**