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JAC Recruitment Thailand

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

September 2nd, 2025 10:58

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

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.

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Company Description