



## Manager Talent Management and Development (m/f/d)

The **Motherson Group** is one of the 15 largest and sustainable full system solutions providers to the global automotive industry, serving multiple further industries, such as rolling stock, aerospace, medical, IT, and logistics, with over 200,000 employees across 44 countries worldwide. The **Chairman's Office Europe and North Africa (COE)** is supporting and coordinating our operating units, R&D centres, and representative offices across Europe and North Africa with corporate functions and services. Given our fast growth, we are constantly looking for talented new colleagues to become part of our team.

### Your tasks.

- Create and run talent development programs that meet the needs of the business.
- Initiate and lead new development initiatives that help employees grow and support company goals.
- Keep existing development programs up to date, focusing on leadership, skills, and future needs.
- Build and maintain a regional talent pool to connect employees' career paths with business opportunities and support cross-company moves.
- Oversee and align succession planning for top managers to ensure a strong pipeline of future leaders.
- Drive progression planning across key functions and levels to ensure employees are developed and prepared for future roles.
- Act as a business partner for leaders, providing guidance on people development, succession, and progression topics.
- Work closely with the regional talent management and development cross-divisional team to foster collaboration.

### What we offer.

The team is growing at the same time our Group grows. Therefore, there are many opportunities for you to grow with us!

You will work in a flexible working environment within a multinational team.

We show our commitment to our people via the following values:

- **Interest for each other:** We act with empathy and care about each other and about our counterparts.
- **Togetherness:** We work together collaboratively and selflessly.
- **Trust:** Hard to gain and easy to lose, therefore we say what we mean, keep our promises and treat others with respect.
- **Respect:** We respect and value people of all backgrounds. Respect is a common ground we work with each other.
- **Enthusiasm:** We are curious, ambitious, passionate, humble and life-long eagerly learners.

- Provide regular updates and presentations to senior management on talent and development progress.
- Support other HR projects in the COE region, ensuring they follow policies and reflect Motherson values.

### Your profile.

- Degree in Human Resources, Social Sciences, or a similar field.
- Several years of experience in Talent Management and Development, with proven success in creating and running development programs in an international setting. Experience in leading HR projects; change management experience is a plus.
- Strong communication skills – clear, persuasive, and able to handle conflicts.
- Team player who can build strong relationships across countries, functions, and divisions.
- Acts as a business partner and is willing to take on HR generalist responsibilities where needed.
- Ensures progression and succession planning processes are in place and actively managed.
- Confident in giving presentations and speaking in public.
- Well-organized, able to manage multiple projects simultaneously, and meet deadlines with attention to detail.
- Comfortable using data to guide decisions and improve development programs.
- Strong problem-solving skills with a practical, solution-focused approach.

### How to apply.

Have we raised your interest? Then apply for the job with your complete application documents directly on this page.

Should you have any further questions, please feel free to contact us by phone at the following number:  
+49 (0) 6181 – 36972150.

We look forward to getting to know you soon!

Applications can be submitted until **October 20th**.

Apply now