

Bata Shoe Co. (Bangladesh) Ltd.

HR Lead- Talent Management & Organizational Development

Requirements

Education

- Master of Business Administration (MBA) in Human Resources, Business Administration, Psychology, Organizational Development, or a related discipline.
- Master`s degree in Human Resources, Business Administration, Psychology, Organizational Development, or a related discipline.
- Professional HR certification (e.g., SHRM, CIPD, HRCI) will be an added advantage.

Experience

- - At least 8 years
- The applicants should have experience in the following business area(s): Manufacturing (FMCG), Multinational Companies, Leather goods/ Footwear/ Tannery, Group of Companies

Additional Requirements

- Age At least 34 years

OTHER TECHNICAL KNOWLEDGE, SKILLS OR EXPERTISE:

- Strong understanding of modern talent management and organizational development practices.
- Excellent networking, stakeholder management, and influencing skills.
- Strong analytical, communication, presentation, and problem-solving abilities.
- Proficiency in HRIS, ATS, Microsoft Office, and HR analytics tools.
- Strong knowledge and practical experience in using AI-enabled HR technologies and digital platforms for recruitment, talent management, learning, and workforce analytics.

WORK EXPERIENCE:

- Minimum 8 years of progressive experience in Talent Acquisition, Talent Management, Learning & Development, or Organizational Development, preferably in a multinational organization.
- Proven track record in hiring leadership talent, developing organizational capability, and driving strategic HR initiatives.
- Strong professional network with the ability to attract high-caliber talent across diverse functions.

Responsibilities & Context

To lead the Talent Management and Organizational Development agenda by attracting, developing, engaging, and retaining high-performing talent while building organizational capability, driving people development initiatives, and supporting business growth through strategic HR practices.

- Lead end-to-end recruitment for critical business positions while ensuring the acquisition of high-quality talent.
- Develop and maintain a strong talent pipeline through effective networking, employer branding, and strategic sourcing initiatives.
- Partner with business leaders to identify workforce requirements and develop talent acquisition and succession strategies.
- Identify organizational capability gaps and design appropriate talent development and learning interventions.
- Drive talent review, succession planning, competency mapping, and leadership development initiatives across the organization.
- Design and implement organizational development initiatives that enhance employee capability, engagement, and organizational effectiveness.
- Support and strengthen the organization`s performance management process through effective goal setting, talent reviews, and development planning.
- Conduct training needs analysis and coordinate learning and development programs aligned with business priorities.
- Build strong relationships with educational institutions, professional bodies, recruitment partners, and industry networks to attract top talent.
- Leverage HR technology, AI-powered tools, and data analytics to improve recruitment, talent management, and overall HR effectiveness.
- Drive digital HR initiatives and continuously explore innovative HR practices to enhance employee experience.
- Provide strategic HR insights and recommendations based on workforce analytics, market trends, and business requirements.
- Collaborate with cross-functional teams to support organizational transformation, change management, and culture-building initiatives.
- Develop and review HR policies, frameworks, and processes related to talent management and organizational development.
- Ensure compliance with company policies, governance standards, and applicable labour laws while executing HR initiatives.
- Stay abreast of emerging HR trends, AI applications, and industry best practices to continuously enhance the organization`s talent strategy.

Skills & Expertise

Analytical SkillCommunication and interpersonal skillGood influencing skillhr analyticsHRIS/ HR Database ManagementNetworking SkillsOrganizational DevelopmentPresentation skillProblem-solvingTalent Management

Compensation & Other Benefits

- Provident fund,Pension policy,Mobile bill,Gratuity,Performance bonus,Insurance,Profit share
- Lunch Facilities: Partially Subsidize
- Salary Review: Yearly
- Festival Bonus: 2

Workplace

Work at office

Employment Status

Full Time

Job Location

Dhaka (GULSHAN 2)