



JOB DESCRIPTION – Sr. Manager Talent Management
Location: US Remote

Date: Aug 18th, 2021

Description
<p>As the Lead for Talent Management, your job is to design and execute on Cambium Network’s talent strategies to attract, develop, retain, and engage our employees. This role is ideal for someone who has a passion for coming up with meaningful and creative ways that enable people to be the best in their roles while supporting Cambium’s strategic business goals.</p> <p>You will get the opportunity to work alongside a diverse, global team. Our leaders and employees are motivated to build a culture together that enables them to grow themselves and lead the organization to achieve greater heights. At Cambium, we work collaboratively as a team, we strive for excellence, and are committed to providing outstanding programs for our most valuable resource - our talented employees.</p>
Scope of Responsibilities & Position Expectations
<ul style="list-style-type: none"> • Manage the annual performance management cycle by working alongside HR team in rollout of goal setting, performance reviews and managing the performance calendar. • Drive the bi-annual talent review process. Work towards the goal of improving potential and performance of team members across the globe. • Innovate performance management approaches, in support of our culture and pay for performance compensation model. • Design and lead our approach to gathering, maintaining, and analyzing quantitative and qualitative data that provides true data insights for talent management. • Review sales team productivity and develop insightful metrics to track performance. • Develop strategy and program for Learning & Development, for employees at different levels. • Conduct 360 surveys for leaders and managers using available tools and follow up with actions to help in their career development. • Own the New Hire Assimilation program, with special focus on young talent. Partner with managers across the organization to developed shared goals for success. • Establish an engaging recognition program that is aligned to the culture and business goals of Cambium. • Chart out and execute new ways to enhance the employee experience, creating a strong reputation for the company. • Drive the employee wellness agenda and establish programs that can cater to a wider employee base that is currently present in multiple geographies.



- Manage and improve interfaces such as Company Intranet Page, Cambium Career Website, Glassdoor etc.
- Work with HR team on projects related to employee engagement and development.
- Embed Cambium Core Values in all talent programs.
- Collaborate with key stakeholders to ensure solutions are relevant, drive key business outcomes, align to key talent strategies, and reinforce the culture across the company.

Knowledge/ Skill Requirement

- Minimum 10 years of Human Resources experience; emphasis on Talent Development, Engagement and people processes.
- Ability to lead with cultural awareness across a diverse, global organization.
- Demonstrated ability to build trusted relationships across a range of stakeholders.
- Adept at using data and metrics to make decisions.
- Strong project management skills and discipline to deliver results.
- Excellent communication, and facilitation skills
- Bachelor's Degree from an accredited college or university or equivalent work experience.