

# Talent & Culture Development Manager

## Vos activités

### Role Purpose

Drive business performance by strengthening leadership capability, employee experience, and a high-ownership culture. Design and deliver integrated talent, learning, and culture programs that improve retention, productivity, and readiness for growth and transformation.

### Key Responsibilities

Develop and Guide through performance management frameworks (for all target groups: new hires, interns, contractual hires, low performers) including TM flow, including goal-setting processes, evaluation methods, and feedback mechanisms, ensuring alignment with tires

Coordinate and oversee the TM Flow, including setting objectives, conducting reviews & check-ins, and facilitating calibration sessions to ensure consistency and fairness

Identify development needs through performance data analysis and collaborate with managers to implement training programs, mentorship, and performance improvement plans (PIPs) for underperforming employees

Collect and analyze performance data to identify trends, gaps, and areas for improvement. Prepare comprehensive reports to inform strategic decision-making

Work closely with HR Business Partners, department heads, and team leaders to ensure that performance management processes are effectively communicated and integrated across the organization

Continuously review and enhance performance management processes, incorporating feedback from stakeholders and staying informed about best practices to ensure effectiveness and efficiency

- Leadership & Manager Development: Design manager essentials (coaching, feedback, performance, engagement), leadership curricula, and practical toolkits; enable leaders to execute consistently.
- Talent Development & Mobility: Support succession planning, HiPo identification, career frameworks, and internal mobility; build critical capability pathways for priority roles.
- Learning Strategy & Delivery: Build annual learning plan and academies; curate blended learning (digital + cohort + on-the-job); ensure transfer to performance through reinforcement.



Référence  
**REF96691C**

Domaine fonctionnel  
**Human Resources**

Site  
**Petaling Jaya**

Niveau de leadership  
**Leading Self**

Flexibilité du poste  
**Onsite Job**

Nom du contact  
**Garima Singh**

Unité légale  
**Continental Tyre PJ Malaysia Sdn. Bhd.**

- **Engagement & Employee Listening:** Run listening strategy (surveys/pulses/focus groups), convert insights into action plans, and close the loop
- **Measurement & ROI:** Track impact and provide executive-ready insights; continuously improve programs based on data and feedback.
- **Stakeholder Partnership:** Work with HRBPs, business leaders, and COEs to tailor interventions; manage vendors and learning partners as needed.

## **Votre profil**

Minimum 5 years of experience in Talent management and Culture development role. 5-8 years of experience in HR domain is preferred. Experience of leading/managing talent management, change management, OD projects. Experience of working in global organization and working with multi-national teams is preferred

## **Notre offre**

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- Competitive salary, bonuses and pension contributions. Beyond that, you'll enjoy generous leave, medical care and a highly competitively staff benefits package.
- We foster our people's talent so they can master their career journeys and realize their greatest potential.
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