



TRATON GROUP seeks to transform the transportation system with its products, services and partnership with its customers. Will you be part of this change?

Would you be passionate about identifying and ensuring the development of our top talents within the TRATON Group in close collaboration with our brands to secure that we have the best people in the right positions to support our transformation journey? Then you might be the right person to take up this new position as Group Talent Management Specialist in the TRATON Holding Human Resources department.

We offer a varied job in a truly international, cross-brand environment, agile teamwork with highly motivated and skilled colleagues and great opportunities to steer your own work.

**TRATON**  
GROUP



Human Resources

## HR SPECIALIST TALENT MANAGEMENT (M/F/D)

### THE JOB

- Together with the TRATON Group brands identify business critical key positions, within management and non-management, and create a cross-brand top talent pool
- Implement standardized talent panels/succession planning rounds across all functional areas within the Group. Track and follow up decisions in the panels/planning rounds.
- Get to know the top talents and elaborate development plans for them together with the brands (taking the management requirement criteria into account when relevant), e.g. cross-brand job rotation, participation in a TRATON Group talent development program etc
- Collect and submit talent-relevant information in preparation for cross-brand talent panels/succession planning rounds
- Implement initiatives to identify, measure, develop and manage the top talents in TRATON Holding
- Support the implementation of SAP Success Factors with regards to top talent management in TRATON Group
- Participate in the Volkswagen cross-brand Talent Management Steering Committee
- Communicate talent-relevant information within the TRATON Group

### YOUR PROFILE

#### Academic background:

Bachelor's or Master's degree in human resources, business, education, communications or a related field with a concentration in management, organizational development or business administration and that you have had academic courses in e.g. behavioral psychology and/or educational psychology

#### Work experience:

Minimum 10 years experience in human resources, organizational development, talent development or other relevant area as an individual contributor plus 1-3 years experience as supervisor, working with leadership development or similar relevant experience

**Your skills:** **Collaborative leadership** (work with various leadership stakeholders to steer overall talent development initiatives), **Data analysis** (collect, gather, and analyze data and present concise actionable results), **Project management** (oversee the delivery of e.g. talent development initiatives and manage multiple resources to achieve objectives), **People development** (assess and create effective development measures for the talents), **Public speaking** (clearly present on a wide variety of career related topics), **Communication** (build strong relationships to connect with leaders and employees cross-brand), **Writing/Presentation** (synthesize findings, prepare reports and presentations), **Organization** (strong in planning, organizing and problem solving), **Languages** (Business fluent English, German knowledge is a plus)



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**TRATON**  
G R O U P



## BECOME PART OF OUR SUCCESS STORY

**This position is available in Munich as soon as possible. We look forward to receiving your full application including your CV and personal letter, indicating the complete job title as well as your earliest entry date via e-mail to [jobs@traton.com](mailto:jobs@traton.com).**

**For more details please contact:**

Mr. Erwin A. Pogacnik, Human Resources, telephone +49 89 360 98 299

**TRATON SE** is a stock listed company within the Volkswagen Group with its registered office in Munich and a leading commercial vehicle manufacturer worldwide with its brands MAN, Scania, VW Caminhões e Ônibus, and RIO. In 2020, the TRATON GROUP's brands sold around 190,200 vehicles in total. The Company had a workforce of around 82,600 worldwide across its brands as of December 31, 2020.