Talent Success Manager

UK/Remote

Inawisdom is a leader in Artificial Intelligence and Machine Learning and a specialist in Advanced Analytics, BI/MI and Data Science. We are an exciting and rapidly growing consultancy working with global Enterprises to accelerate business differentiation from their data. As an all in Amazon Web Services (AWS) Premier Partner and AWS ML Partner of the Year, we are at the forefront of this fast paced and cutting edge technology space.

Inawisdom employs a highly skilled team of experts, working with global organizations across UK, Europe and the Middle East. We focus on helping our customers by delivering innovative data solutions across a broad range of industries including Financial Services, Manufacturing, Engineering, Automotive, Logistics and Consumer/Retail and are proven to deliver business results rapidly and effectively.

After a successful period of growth, we are looking to bring onboard a 'Talent Success Manager' .

You will help our employees achieve their wider career aspirations and support our people in their career and technical development. You will also be responsible for assisting with performance management and to help further foster a collaborative and successful working environment with a focus on retaining and attracting new talent.

This includes;

- o Ensuring our consultants have access to the appropriate training
- o Actively advising on career development and the journey and path to progression within the company
- o Ensuring our consultants have clear and effective management, along with support in the form of mentorship and training
- o Ensuring that they are feeling valued, listened to and that appropriate time is invested
- o Ensuring that they understand the expectations by having a clear framework to operate within.

The Talent Success Manager will report into HR but will be responsible for working with the entire delivery team.

Role & Responsibilities

- Collaborating with the Heads of Practice to help shape the execution of the practice strategy. This will involve creating frameworks in which to operate and demonstrating improvements through KPI's.

- Proactively provide performance coaching for employees, supporting both Practice Leads and Mentors (Buddies) and be comfortable to employ tact and diplomacy in any performance concerns, helping to address these and drive the right outcomes for individuals and the business.

- Actively participate in providing guidance for the future career path and journey of our employees. This includes;

- o Matching aspirations to engagements, working with the resourcing team
  - o Helping to shape and facilitate the pathway between levels for promotion
  - o Defining Inawisdom' s persona's, working with Talent Acquisition team to achieve alignment on experience and cultural fit and to help in further defining profiles for each practice.

- Playing a key role in the Learning and Development of our consultants by establishing the most common training frameworks, for example;

  - o What makes a great Inawisdom consultant, including good delivery habits
  - o Consulting with impact
  - o Commercial awareness (and the art of selling from within delivery)
  - o Design thinking
  - o Becoming a great mentor

- Where required creating bespoke development plans, helping upskill our consultants and delivery team in areas of demand.

Experience Required

- Excellent "people skills" with demonstrated experience in communicating across all levels with exceptional relationship building qualities.
- Experience working in a Consultancy environment and understanding of frameworks and matrix ways of working.
- Good understanding of the Technology Industry – doesn't necessarily need to be 'technical' but ability to have high level conversations to support in technical upskilling/ training and development and problem solving
- Commercially aware – Working with Customer Success and Sales to understand the overall commercial agreements on a project and taking accountability for driving successful outcomes.
- Success in managing the development of high performing teams
- Strong experience in performance management - Experience in delivering feedback on performance. Ability to shape difficult conversations and turn them into positive outcomes and resolutions.
- Demonstrated experience in inspiring and motivating others to move the business forward.

Desirable Experience

- Knowledge of SFIA Framework
- Software development background and good understanding of what constitutes a high performing team.
- Previous experience as a Project Manager or Delivery Manager
- Knowledge of common delivery methodologies (e.g. Waterfall, Agile) and Service Management (e.g. ITIL)

Benefits

- Fast growing, fast paced, agile organisation with huge opportunity for personal development
- Market leading AI/ML and Data Analytics consultancy; be at the forefront of a new marketplace!
- Competitive salary and benefits package including, but not limited to: private medical insurance, 25 days holiday and ability to purchase +5 days and enhanced pension
- Agile working environment giving everyone the autonomy to deliver to the best of their abilities

- Hugely collaborative team ethos where every person's viewpoint is considered - a chance to make your mark on the business from day one.