



Talent Management

Job Description: People Developer (Example)



The Fine Print

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Talent Management

Job Description: Professional People Developer [8/M3]

| Job Title | Professional People Developer |
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| Department | Innovation Hub |
| Value Stream | Machine Learning |
| People Under Care ¹ | 25-30 (across 3-4 agile teams) |
| People Developer ² | Head of People Development Innovation |
| Shared Leadership Role | Subject Matter Expertise: People |
| Location | Chicago, Seattle, or Austin |
| Summary | The people developer is a dynamic leader who empowers a group of 25-30 individuals to achieve their full potential by utilizing a facilitative and consultative approach, empowering individuals to take ownership of their learning and growth while collaborating with others to build and sustain a strong talent pool and robust people runway. The people developer acts as a talent enabler, employee advocate, culture champion, and strategic partner for agile people, teams, and the Agile Release Train (ART). |
| Key Responsibilities (Overview) | <ul style="list-style-type: none"> • Engaging in Talent Enablement • Cultivating Performance Acceleration • Developing and sustaining a strong People Runway • Conducting strategic Workforce Management • Spearheading people matters (including talent scouting, mobility, and compensation) • Acting as People Advocate and Culture Champion • Collaborating on redesigning HR practices and tools • Driving Change Enablement |

¹ Known as span of control in hierarchical organizations

² Known as reporting lines in hierarchical organizations

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| Key Responsibilities (Details) | <div data-bbox="492 149 716 180"> Talent Enablement </div> <ul data-bbox="492 195 1414 583" style="list-style-type: none"> ● Dialogues: Conduct regular learning and growth dialogues with employees to build rapport and better understand their strengths, interests, and values. ● Growth Paths: Partner with employees to create a personalized learning and growth plan and translate it into an actionable backlog. ● Skills Development: Identify development needs and facilitate learning and growth opportunities (mentoring, microlearning, job enrichment) to enhance both technical and soft skills within the team. ● Coaching: Challenge, guide, and mentor employees to help them develop their skills, knowledge, and competencies. <div data-bbox="492 674 797 705"> Performance Acceleration </div> <ul data-bbox="492 720 1409 1108" style="list-style-type: none"> ● Agile Performance Management: Ensure a shift from Performance Management to Performance Acceleration. ● Team Dynamics: Facilitate the formation of high-performing Agile teams with strong team dynamics and strengths that translate into collaboration, high performance, and impact. ● Diversity, Equity & Inclusion: Champion a positive and inclusive workplace where everyone feels valued and respected. ● Employee Voice: Ensure employees feel heard and their concerns are addressed through open communication channels and feedback mechanisms. <div data-bbox="492 1199 672 1230"> People Runway </div> <ul data-bbox="492 1245 1398 1518" style="list-style-type: none"> ● People Runway: Anticipate, develop and sustain a robust People Runway. ● Agile HR Practices: Participate in redesigning HR/People & Culture practices, processes, and tools that are aligned with Agile values, principles, and ways of working. ● Capacity Allocation: Ensure timely capacity allocation for people enabler items to safeguard people-related backlog items to ensure sufficient allocations are made to ensure a robust people runway. <div data-bbox="492 1608 781 1640"> Workforce Management </div> <ul data-bbox="492 1654 1357 1885" style="list-style-type: none"> ● Talent Pool: Build a robust (cross-)unit talent pool with the depth and longevity to meet current and anticipated business needs. ● Talent Clusters: Engage in continuous and dynamic evaluation and utilization of talent clusters for a strong talent pool. ● Capability Portfolio: Anticipate future skills, capability, and personality needs based on roadmaps and strategic initiatives. |
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| | <p>People Management</p> <ul style="list-style-type: none"> • Shared People Management: Connect with agile leaders, HR partners, and other relevant parties to explore the best path to people-related decisions. • Talent Acquisition: Lead the recruitment and selection process for open positions, partnering with P&C, agile leaders, and teams to attract and recruit top talent who align with the company's values and culture and are a great team fit. • Talent Mobility & Fluidity: Facilitate talent mobility and fluidity to ensure people maximize their impact on their team, value stream, and organization. • Compensation & Benefits: Manage employee compensation and benefits following corporate rules and guidelines. <p>Change Enablement</p> <ul style="list-style-type: none"> • Change Initiatives: Collaborate on change initiatives within agile teams and the ART, ensuring smooth transitions and minimizing disruption. • Change Leadership: Support organizational change initiatives, including communicating the vision, managing resistance, and ensuring smooth transitions. • Change Readiness: Assess individuals' readiness for change, identify potential barriers and sources of resistance, and develop targeted strategies to enhance their adaptability and openness to change. • Communication: Communicate effectively with stakeholders to build understanding and support for change efforts. |
| Qualifications | <ul style="list-style-type: none"> • Bachelor's degree in a quantitative field such as Computer Science, Engineering, Economics, Finance, or Data Science • 10+ years of business experience • 5+ years of experience in coaching (either in leadership role or professional sport) • A genuine interest and drive to help others reach their potential. • Ability to spot potential and guide individuals' growth journeys, even outside their existing roles or expertise. • Comfortable guiding people with diverse experiences and backgrounds. • Experience in environments that value empowerment and collaboration across interdisciplinary teams. • Strong critical thinking, communication, presentation, storytelling, and interpersonal skills across organizational levels. • Familiarity and dedication to agile ways of working, ideally with at least one Agile certification. • Knowledgeable and passionate about modern leadership values, preferably with a People Developer certification. |

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| Grading Criteria | <ul style="list-style-type: none"> ● People Development Expertise: Demonstrated ability to facilitate learning and growth, coach, and empower individuals to reach their potential. ● Talent Strategy & Planning: Effectiveness in assessing talent pools, contributing to workforce planning, and translating business needs into talent strategies. ● Communication & Influence: Ability to communicate clearly and persuasively, build relationships, and influence others at all levels. ● Collaboration & Teamwork: Proven ability to work effectively with cross-functional teams and foster a collaborative environment. ● Adaptability & Problem-Solving: Capacity to navigate change, solve complex problems, and adapt to evolving business needs. ● Leadership & Mentorship: Demonstrated leadership skills, including the ability to inspire and guide others. ● Agile & Lean Principles: Understanding and commitment to agile principles and practices. ● Results Orientation: Track record of achieving results and driving positive impact in people development initiatives. |
| Grading | <ul style="list-style-type: none"> ● Grade: 8 ● Benchmark Level: M3 |
| Compensation | <ul style="list-style-type: none"> ● Pay Range: 120,000 – 180,000 ● Midpoint: 150,000 ● STI: 20% |
| Career Progression | <ul style="list-style-type: none"> ● Junior People Developer (Levels I – III) ● Professional People Developer (Levels I – III) ● Senior People Developer (Levels I – III) |