

VACANCY



The positive growth at MTC, Namibia's leading telecommunications company, now warrants appointment in the following vacancy:

Talent & Performance Practitioner (C4)

The incumbent will report to the **Learning & Development Manager**.

Job Competencies Include:

The role is responsible for designing and implementing strategic talent initiatives that drive workforce planning, leadership development, succession management, and organisational effectiveness. This role will ensure that the organisation attracts, retains, and develops high-potential talent while fostering a culture of continuous learning and performance excellence.

- Develop and implement a strategic talent management framework to identify, nurture, and retain high-potential employees through succession planning and talent development programs.
- Lead succession planning efforts, ensuring critical roles have a pipeline of qualified internal candidates.
- Design, develop, and implement comprehensive leadership development, coaching and mentorship programmes, ensuring alignment with organisational goals and strategic direction.
- Partner with leadership and external stakeholders to create tailored leadership acceleration initiatives.
- Oversee and manage coaching and mentorship programmes, ensuring effective matching of mentors and mentees, providing resources and support, and fostering productive mentor-mentee relationships.
- Oversee competency framework alignment with business needs and evolving industry trends.
- Implement career conversations and talent mobility strategies to support employee growth.
- Implement structured interventions for managing performance, including probation, underperformance, and high-potential development plans.
- Continuously monitor and track high-performing employees and impactful positions' performance against established objectives.
- Conduct regular performance reviews, develop action plans and provide constructive feedback to employees to enhance performance.
- Collaborate with managers and employees to address performance issues and develop solutions.
- Collaborate with business leaders to leverage learning platforms and data analytics for impactful learning outcomes.
- Develop and present insightful talent and HR reports monthly.
- Continuously evaluate the impact of talent programs and refine strategies to drive sustainable business success.

Qualifications and Personal Competencies:

- 3-year bachelor's degree in Human Resources or related field
- Certification in Talent Management, coaching, or HR analytics (e.g. Disc profiling, 360-degree assessments)
- 6-8 years' experience in Talent Management, workforce planning, or HR Strategy roles
- 4 years' experience in designing and executing leadership development, career management, and succession planning programmes
- 4 years' experience in HRMS platforms and data analytics tools for talent decision-making
- 2 years' experience in coaching and mentoring
- 4 years' general HR experience within a medium-to-large organisation
- Strong understanding of business operating models, financial performance metrics, and key business KPIs
- Strong knowledge of strategic workforce planning and talent management initiatives to drive business success
- Ability to design and implement performance evaluation frameworks, including root cause analysis and performance improvement plans
- Excellent knowledge of competency development frameworks for mapping job standards and designing role-specific competency models
- Advanced knowledge of learning and development methodologies such as needs assessment, instructional design, and digital learning platform management
- In-depth knowledge of career management, including career pathing, employee mobility, and personalised development plans
- Strong relationship management skills, including customer service orientation, stakeholder engagement, and consensus-building
- Must have a valid driver's licence
- Must be a Namibian citizen or have permanent residency
- Excellent emotional intelligence and change management skills with the ability to navigate complex organisational dynamics and drive transformation.

Application Closing Date: Wednesday, 30 April 2025

Apply via the recruitment site: https://jobopportunities.net/jobs_search.aspx

Application: **(Please state the position you are applying for)**

No hand-delivered applications will be accepted.

NB: Only short-listed candidates will be contacted, and NO CVs or documents will be returned.

* Previously disadvantaged people are encouraged to apply.
MTC is an equal opportunities employer and offers a competitive remuneration package to the successful candidate.



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