

# Talent & Performance Manager (m/f/d)

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## We're Hiring

### Tasks

Design and implement IDnow's new, first-class Group-wide Talent & Performance management department to support and enable the company's exciting growth strategy.

Develop skill maps and job descriptions and conceptualize a standard for position levels and career paths to empower our employees to grow professionally.

Improve our overall employee's performance through regular reviews and learning and development initiatives such as group and management trainings.

Conceptualize and establish new tools and processes in close collaboration with the HR function and enterprise-wide management of all levels.

### Qualifications

5+ years' experience in a Talent Management role with proven background in executing a talent development strategy.

Degree in Business Administration, HR, Marketing or Communications.

You have experience with budgets, cost controlling and reporting on KPIs to senior management whilst. You toolset includes various software and applications in an MS Office environment and performance management software / tools.

You have been working on talent and performance management concepts and implementation., as well as learning and development initiatives, especially with management development for various levels of managers

You're experienced working with people of different seniority levels and multicultural backgrounds.

You've excellent English communication skills with different stakeholders (German or French language skills a plus)

### We offer

28 days of annual paid time off with flexibility to organize the best times off to suit you.

Team lunches and quarterly social activates.

Work among a diverse, international team and company.

IDnow is an equal opportunity employer offering an inclusive environment, where everyone can thrive, regardless of one's background.

Flexible working hours so that you can organize your working and private life according to your needs.

Regular opportunities to stay in the know with Global & Regional "All Hands" calls for all levels of the Group.

Extensive onboarding to help you settle in quickly, ensuring you are part of the team from the very first day, a "buddy" and throughout the first months you'll be scheduled to join functional overviews with every department and meetings specifically to get to know your fellow new starters.

We look forward to receiving your compelling application including a possible start date and salary expectations.

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## Additional information

Location	<b>Munich</b>
Position type	<b>Full-time employee</b>
Start of work	<b>Dec 22, 2021</b>

## Responsible

Mina Golesorkhi