

Allianz General Lao (AGL), the leading insurance company in Laos, was established in 1990. AGL is a joint venture between the Ministry of Finance of Lao PDR (MoF) and Allianz SE, the world leading insurance and financial services provider. With over 25 years experience in Laos, the AGL enjoys a very good reputation among local and international customers. We provide friendly working environment, mixture of different culture and competitive salary. Now, we are looking for dynamic employees to join with us in Headquarter office in Vientiane as below positions:

Talent Management and Learning & Development Specialist (1 Position)

Job Purpose/Role

Planning and execution of talent management practices that will attract, develop, retain and deploy talent to drive the Company strategic business goals, aligned to the Group's Talent Management framework. Working closely with Head of HR to define and understand Talent Management and learning strategy and objectives to support business strategies of the Company;

Key Responsibilities:

- Drives successful Career Development, creates succession and development plans for the company;
- Planning, acquiring and on-boarding, assessing and deploying, developing and managing performance;
- Aligns acquisition, development, performance mgmt and diversity initiatives to close identified short-, mid- and long-term talent gaps;
- Oversees design and delivery of learning and development programs including Digital learning for all employees and assesses impact;
- Conduct annual Training Needs Analysis, develop and implement training modules to build organizational capabilities according to business strategies;
- Collaborate with 3rd party training vendors to design and implement training programs for staff; Maintain vendor relationships with local and regional training vendors;
- Responsible for all the company talent programs including program design, selection to program execution;
- Designs and oversees employer branding process.

Key Requirements/Skills/Experience

- Bachelor degree in Business Administration, HR or Organizational Development;
- At least 4 years of Learning & Development, designing, developing and delivering of training and talent programs;
- Strong influencing, interpersonal, presentation and communication skills;
- Ability to interact with all levels in highly diverse environment;

- Proactive, independent, meticulous and high attention to details;
- Excellent planning and organizing skills;
- Ability to work in team.

AGL offers:

- **Competitive salary**
- **Great career progress opportunities**
- **Comprehensive on job training**
- **A friendly and supportive work environment**

Only Laos Nationality is eligible to apply. Interested applicants meeting the above requirements should submit their resume including a recent photo in passport size with cover letter describing your suitability for the role, career aspiration and salary expectation, and copied certificates to AGL Human Resources Department.

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