

Hub Europe Program Manager – Competence Development

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Company: HITACHI ENERGY SPAIN, S.A.U.

Location: Dudullu

Category: other-general

Description

We are looking for a Competence Program Manager in Grid and Power Quality Solutions and Services, which is a product group at Hitachi Energy. Join our dedicated team of experienced HR-Competence professionals and be part of our international, stimulating, and dynamic work environment providing considerable opportunities for learning new techniques and exposure to work across different businesses.

The job location is for our office in Madrid but with possibility to work part-time remotely.

Your Responsibilities:

Responsible for competence development program management activities at hub level to managers, employees and HRBPs. Eg: Promote and communicate across the hub the competence development programs and follow up on implementation in alignment with Hub HRBP and BU Competence Manager.

Provide support on competence development analytics as required.

Track, monitor and report all the competence development programs for project execution functions.

Track competency assessment status and support managers on new assessment updates.

Support managers with organizing and scheduling FCA's. Co-ordinate with other Hub competence program managers to avoid assessor scheduling fatigue.

Facilitate new certification enrollments in alignment with manager and HRBPs.

Support the execution of Skills assessment for project execution functions.

Maintain assessor pool records for Hub in coordination with GI (Functions) and CoC competence program manager.

Periodically review assessor pool to plan developmental actions (training and assessment)

Periodically align with Hub HRBP and BU competence manager to ensure one GI approach across hub

Consult with managers and HRBPs periodically to understand business requirements and provide inputs to central competence development team to ensure impactful delivery of competence development plans.

Support induction of the new resources in GPQSS, GI for the hub, follow up and monitor the journey.

Support the implementation of the BU and GPG induction program at hub level.

Co-ordinate with Central/GPQSS Training Team on specific training & development requirements aligned with the Competence development strategy.

Work together with Hub leaders and HRBPs to identify and align on required Business technical trainings needs.

Track and monitor induction and developmental journey for relevant trainings

Your Background:

Bachelors degree in HR or similar qualifications

3 - 6 years of experience in area of HR preferably talent management

Good planning and prioritizing skills

Good communication and interpersonal skills across functions and boundaries

Manage stakeholders across hub

Good analytical mindset

Good English skills (both written and spoken)

Very good in MS Office with a digital adoption mindset

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