

# Job Description

<b>POSITION</b>	HR Talent Management - INTERN
<b>LOCATION</b>	Fiorenzuola d'Arda

## SUMMARY OF ROLE

Being part of the European ACT HR Team, the Talent Management Intern will work with the HR team and assist in the implementation of the Emerson people development strategies, supporting the implementation of the Emerson set of competencies for Talent Acquisition/Talent Development/Career Path and support the key training initiatives.

The intern, in collaboration with the HR department, will support the implementation and analysis of the employee opinion feedback mechanism.

The resource will be partner with HR professionals across the plant to build capability and execute the agenda.

This opportunity will help you to gain valuable experience and skills in HR, while being supported by the team.

## SPECIFIC JOB RESPONSIBILITIES

- Program Coordination: Work with the management team in including the set of Korn Ferry competencies into Job Descriptions and Career Paths.
- Implement the use of the Korn Ferry competencies through Talent Acquisition and People Development.
- Support definition and implementation of trainings based on the competency gaps.
- Support the implementation of the ACT key strategic training initiatives.
- Analyze quantitative and qualitative data from multiple sources including employee feedback mechanisms to identify trends and insight that can be used to inform business decision making to ensure positive employee relations.
- Conduct and oversee employee relations and vulnerability risk assessment to identify opportunities and vulnerabilities
- Partner to engage in continuous improvement of communication vehicles and practices. Support and advise operations and HR partners on effective change management.
- Support our HR department's daily activities.

## REQUIRED QUALIFICATIONS AND EXPERIENCE

- Degree in the HR field
- High knowledge of the MS OFFICE package (in particular Excel and Power Point)
- Fluent in English

## COMPETENCIES

- Drives Innovation
- Drives results;
- Analytics attitude.