

Job Description – Global Talent Manager

Job title:	Global Talent Manager
Department:	People Team
Reports to (role):	People Director
Staff or contract:	Fixed-Term Contract / Interim Project Role (3-6 months)
Date revised:	July 2026

PURPOSE OF THE JOB

The Talent Manager will lead IMCA's global talent attraction campaign and manage the Next Generation Network (NGN), building awareness of offshore marine careers, developing industry partnerships, and creating a thriving global community of early-career professionals. The role supports the NGN's core objectives to **Inspire, Connect and Develop** future talent while delivering industry-wide attraction campaigns and partnerships.

KEY RESPONSIBILITIES

- Lead the global talent attraction campaign, setting clear goals, milestones and measures.
- Coordinate delivery with Communications and agency partners, managing timelines, governance and performance improvements.
- Manage and grow the global NGN membership community and establish regional champions and committee representation across the industry.
- Coordinate the NGN Steering Group to develop programmes focused on mentoring, networking, career development and peer learning and support its governance and reporting.
- Create engagement opportunities through webinars, events, newsletters and industry conferences.
- Build global partnerships with members, education providers and industry bodies to promote careers, develop early-career pathways, secure funding and coordinate talent initiatives.
- Deliver the Talent Attraction Campaign and NGN roadmaps, managing priorities, budgets, suppliers, communications, risks, performance and stakeholder reporting.
- Build strong internal and external relationships, support wider initiatives and champion IMCA's values and the offshore marine industry.

PERSON SPECIFICATION– GLOBAL TALENT MANAGER

- Proven talent attraction, employer branding or marketing experience.
- Experience managing professional networks, communities or membership organisations.
- Strong stakeholder management and partnership-building skills.
- Programme and project management capability involving multiple stakeholders
- Excellent communication, presentation and organisational skills.
- Experience working with universities, education providers, industry bodies or networks globally.
- Proficiency in Microsoft 365 applications.

Desirable

- Understanding of the offshore marine, maritime, energy or engineering sectors.
- Membership of a relevant professional body, such as CIPD.

This job description documents the key roles and responsibilities and is not intended to be an exhaustive list; other duties may be required and/or amended depending on the needs of the business.