

JOB TITLE: SENIOR HUMAN RESOURCE OFFICER – TALENT MANAGEMENT	WORK CENTER: HEAD OFFICE
SUPERVISOR/MANAGER TITLE: MANAGER TALENT MANAGEMENT	DEPARTMENT: HUMAN RESOURCES
Job Summary: Description of the purpose of the job	
To lead and drive the design, implementation, and continuous improvement of talent development strategies that build a skilled, high-performing, and future-ready workforce for UEGCL. The role ensures alignment of learning, performance, and succession initiatives with operational excellence, safety standards, and long-term energy sector workforce requirements.	
Key Responsibilities: Brief description of duties or the responsibilities for the job	
1. Talent Development Strategy & Workforce Capability • Lead the development and execution of the organisation's Talent Development Strategy aligned to corporate and operational goals. • Identify critical skills required for power generation (engineering, plant operations, maintenance, HSE, project management) and develop targeted capability-building programs. • Partner with business leaders to embed a strong learning culture across plants and corporate functions. • Support workforce planning initiatives to address current and future talent needs in generation assets and projects. 2. Learning & Development • Oversee organization-wide Training Needs Assessments (TNA) and translate findings into annual and multi-year capacity development plans. • Design and implement technical and leadership development programs, including plant-specific training and certifications. • Manage relationships with training providers, engineering institutes, and regulatory bodies. • Introduce modern learning approaches (e-learning, simulations, on-the-job training, apprenticeships). • Monitor training effectiveness and evaluate Return on Investment (ROI) of learning interventions. • Ensure compliance with industry training requirements, safety certifications, and regulatory standards. 3. Performance Management • Lead implementation and continuous improvement of the performance management framework. • Ensure alignment between corporate objectives, plant performance targets, and individual KPIs. • Guide managers in objective setting, performance reviews, and development planning. • Analyse performance data and generate insights to support decision-making. • Drive a high-performance culture with clear accountability and continuous feedback. 4. Talent Management & Succession Planning • Lead identification and development of high-potential employees across technical and leadership roles.	

- Develop and maintain succession plans for critical roles (e.g., plant managers, engineers, technical specialists).
- Oversee competency frameworks for technical and non-technical roles and track gap closure.
- Implement career development pathways, including job rotations and leadership pipelines.
- Support retention strategies for critical and scarce technical talent.

5. Leadership Development & Coaching

- Design and implement leadership development programs for supervisors, plant managers, and top management leaders.
- Promote coaching and mentoring programs to support knowledge transfer, especially in technical roles.
- Build internal faculty (subject matter experts) to support sustainable learning.

6. HR Analytics & Reporting

- Develop and track Talent Development KPIs (training effectiveness, bench strength, internal mobility, etc.).
- Use HR data and analytics to provide insights and recommendations to management.
- Prepare periodic talent and capability reports for senior leadership.

7. Compliance & Governance

- Ensure all talent development initiatives comply with labour laws, industry regulations, and internal HR policies.
- Support audits related to training, competency, and workforce development.
- Promote ethical practices, diversity, and inclusion in all talent initiatives.

8. Stakeholder Engagement

- Collaborate with plant managers, engineers, and department heads to align talent initiatives with operational needs.
- Liaise with external partners including training institutions, professional bodies, and regulators.
- Represent HR in strategic workforce and capability discussions.

Reporting Relationships

Supervisor: Manager, Talent Management
Subordinates: HR Officer(s)

- HR Officer Talent Management
- Learning and Development Officer

Contacts/liaise with the following offices: Internally

- All Departmental Heads, Supervisors and Staff
- Manager, Talent Management and Chief Human Resource Officer

Externally

- Training service providers and professional HR bodies

Education and Professional Requirements: The minimum education level required to perform this job.

- A Second class upper Degree in Human Resource Management, Organisational Psychology, Business Administration (Human Resource Management option), or any other related field.
- A Master Degree in Human Resource Management, Organisational Psychology, Business Administration (Human Resource Management option in Human Resource Management or an equivalent is required).
- Professional registration with an accredited HR body (e.g., HRMAU or equivalent) is an added advantage.
- A certification in Training of Trainers or learning and development is an added advantage.

Related Job Experience/Qualification: The experience required to perform this job.

- A minimum of seven (7) years of consecutive, relevant work experience in human resources management, with at least two (4) years in a talent management, learning & development or organizational development.
- Experience working in a structured HR department within a medium to large organisation is preferred.
- Experience with Learning Management Systems (LMS), including administration and reporting, is preferred.
- Experience in facilitation and coaching of various work force groups.
- Experience in energy, utilities, infrastructure, or heavy industry is an added advantage.

Additional Skills/Competences: In addition to the experience and educational requirements listed above

- Strong understanding of talent management, leadership development, and workforce planning
- Knowledge of highly technical workforce needs
- Strategic thinking and business acumen
- Data analysis and reporting skills
- Excellent facilitation, coaching, and stakeholder engagement skills
- High level of integrity and professionalism
- Strong project management and organizational skills
- Coaching and facilitation skills
- Ability to work with diverse teams and manage multiple assignments simultaneously.
- Good understanding of talent management principles, including learning & development and performance management.
- Knowledge of Uganda Employment Laws and HR best practices.
- Collaborative, team-oriented work approach and conflict resolution skills.

Signatures:

Name of Jobholder(s):

Signature(s):

Date: