

Job Description

Position: Talent Manager

Reporting to: Operations Director

Location: London

About The Storytellers

Not many businesses are growing in the current economic environment. We are.

Stories help all of us make meaning, find purpose, and embrace new mindsets and behaviours. Today's VUCA environment means that narrative and storytelling have never been more critical to help leaders build true organisational resilience in the face of constant change.

The Storytellers are storytelling and business transformation specialists. We have worked with over 180 global organisations across multiple geographies to support a variety of engagement, change and development initiatives. Our methodology has been tried and tested through 17 years' experience and countless examples of measurable success.

At The Storytellers, we help leaders move their people to accelerate change and transform business performance. Working closely with our clients, our integrated programmes involve the co-creation of clear and emotionally compelling stories that bring people through complex journeys of change - built on narrative frameworks that leaders at every level can use as a tool to engage and connect the whole organisation.

Our diverse team includes vibrant talent from the consulting, strategic writing, creative and production world. We move at pace, we're fun to work with, passionate about what we do and the difference we make for our clients, their people and wider society. As we expand our business, we are looking for resilient self-starters who thrive in a fast-moving environment and are excited about joining a growing organisation at a pivotal moment in its evolution.

Overview

This is a newly-created role with responsibility for developing and implementing The Storytellers' talent strategy, including employees, freelancers and Associates, and setting the foundations for growth. Key responsibilities span our EVP and employee/freelancer/Associate experience, talent acquisition, induction, learning and development, reward and recognition and retention. This is a hands-on role that will be perfect for an experienced Talent Manager who is passionate about all things people and culture, skilled at developing cutting-edge talent strategies and turning them into action at pace.

The Talent Manager will be a key player in our Operations team and will be working closely with heads of departments across Consulting, Product and Creative and Production, as well as specialist Associates/Partners and third parties.

This role will report to the Operations Director.

Key responsibilities

- Develop and implement The Storytellers' talent strategy and plan, set and measure KPIs, manage budgets and set up effective processes and systems.
- Lead the development of The Storytellers' EVP and employee/freelancer/Associate experience and embed it across all touchpoints with our talent.
- Oversee talent acquisition, develop direct recruitment strategies, manage relationships with recruitment partners, and coach and support hiring managers.
- Design and lead the induction process for new talent.
- Create and deliver all learning and development plans. Facilitate soft skills-building training modules. Appoint and manage learning partners for specialist training. Develop and maintain our internal knowledge base.
- Provide ongoing coaching to managers, helping them grow and develop talent, manage performance and build high-performing teams.
- Develop talent retention strategies, and oversee reward and recognition.
- Oversee the development, implementation and maintenance of effective talent database.
- Develop talent analytics, run employee surveys, provide regular reporting and recommendations to the Leadership team.
- Lead Associates/Partners' engagement initiatives (e.g. events, conferences, webinars).

Skills and experience

- Passionate and with an inherent understanding of strategic narrative and storytelling in a business setting.
- Interest in strategy, culture change, employee engagement and organisational development, underpinned by a solid understanding of organisational and behavioural change theory.
- Significant experience in similar talent management roles with a track record across the full employee cycle.
- Previous experience of setting up a talent function for growing businesses, ideally in small or medium-sized organisations. The ability to navigate between strategy and hands-on delivery of talent projects is critical.
- Good knowledge of latest talent strategies and supporting tech, striving for innovation.
- Previous experience of working with interdisciplinary and versatile talent, including highly analytical and creative profiles.
- Experience of managing and developing talent, coaching and mentoring managers and senior leaders.
- Good analytical skills, experience of research and analysis, and a solid understanding of talent KPIs. Ability to interpret data and set up effective reporting to underpin strategy and recommendations.
- Advanced communication skills, with the ability to engage and build strong relationships with senior stakeholders, internally and externally.
- Excellent project management skills, including workload and resources planning.
- Attention to detail.
- Excellent command of English (verbal and written).

- A true team player, ability to work cross-functionally.
- Intellectually curious, genuinely interested ('sponge', not 'rock').
- Naturally consultative; seeking first to understand, then to be understood.
- Authentic and true to oneself.
- Dynamic, making things happen, proactive self-starter with entrepreneurial spirit.

Requirements

- Eligible to work in the UK