



Talent Development Specialist (m/f/x)

Location: Haren

Working Hours: Full-time employee

1,400 employees in 24 locations around the world with a fleet of 60,000+ circulating containers. Since ELA's establishment in 1972, our business has continuously been expanding, we are specialists in mobile room solutions. Our family-run company based in Haren (Ems), Germany, is growing at a fast pace and we are actively looking for qualified and dedicated team players to join us locally, internationally and beyond.

Do you combine HR strategy with practical experience? Does talent development mean encouraging, challenging and thinking ahead for you? Then read on!

You're a person with your individual profile, qualifications, talents and wishes. But we are not like any other company. We offer exciting jobs, opportunities for your further development and an easy going working atmosphere. Interested? Then we should get to know each other better.

Your tasks

- + Developing and implementing targeted learning and development programmes and establishing sustainable talent management
- + Organisation and moderation training courses, workshops and digital learning formats in collaboration with specialist departments and managers
- + Further development of structured development and succession processes for strategic employee retention
- + Establishment, introduction and evaluation of a 360° feedback and performance appraisal system to promote a culture of feedback and performance transparency
- + Selection, implementation and continuous development of suitable learning management systems and digital tools for learning support
- + Measurement and analysis of the effectiveness of development measures and derivation of concrete optimisation potential
- + Collaboration in cross-departmental HR initiatives for the further development of corporate culture and people management

[Apply Online](#)[Video Application](#)

Your skills

- + Degree in business administration, business psychology, business education or comparable qualification – ideally with a focus on human resources
- + Several years of professional experience in the design and implementation of personnel development measures, preferably in industrial companies
- + In-depth knowledge of talent programmes, leadership development and career planning
- + Practical experience in dealing with feedback and performance appraisal systems, in particular 360° feedback
- + Confident use of digital learning platforms and learning analysis tools; experience in introducing a learning management system (LMS) is an advantage
- + Very good written and spoken German and good written and spoken English
- + Strong conceptual skills, high level of initiative and structured approach to work
- + Strong communication skills, consulting expertise and affinity for digital innovations in the HR environment

What you can expect from us

- + Our **company fitness programme**: thousands of gyms, swimming pools, etc. are available to you for just €25 per month throughout Germany, some of which are also available digitally without restrictions
- + We offer you support with **emergency childcare**
- + You have **flexible working hours** with us and work flexitime
- + We want to offer you long-term prospects - that's why you will receive a **permanent employment contract** from us
- + You will receive **attractive discount offers** from over 1,500 brands from all relevant areas of life in the ELA Corporate Benefits portal
- + Our **company restaurant** serves up fresh, delicious lunches on a daily basis
- + We want you to be optimistic about the future, which is why we support you with our **company retirement plans** and capital-forming benefits for your financial security
- + You have the option to work up to **60% of your week from home**
- + We organize an extensive **onboarding program** for you at our headquarters in Haren (Ems), so that you can get to know the entire company, our products, and our employees
- + There's no need to part ways with your four-legged friend at ELA, as you can simply bring your **dog** with you into the office if the situation allows
- + We offer you an attractive **bike leasing** programme
- + Your health matters to us, which is why we offer you **height-adjustable desks** in every office

How You can apply

Please send your documents via our career website <https://career.ela-container.com> or via email career@ela-container.com including your CV, your essential certificates and qualifications, as well as a few lines about yourself and why we fit. We would then like to meet and have a personal conversation with you. We look forward to hear from you!

Any questions?

Contact us via email or WhatsApp/text message on +49 1511 9539616.