



Talent Manager

At eShard, we believe that the management of talented people deserves a specific role. Indeed, we feel that our talented team on board requires a particular attention for developing their hard and soft skills, matching their attitude in line with eShard DNA and finding motivation for their day to day job.

And we are at a key moment of our history facing an acceleration. You will endorse a key role to help us manage this fast growth with the following assignments.

Therefore, we are setting up a new organisation leaving space for talents to develop themselves, to promote collective intelligence but also to emphasize the individual responsibility. In our opinion, we'd rather avoid both pyramidal or full flat extremes. Talent management at eShard requires a dedicated position to help talents to grow in line with company core values which are Excellence, Collaborative, Disruptive and Trusted. We are striving to enforce them in all aspects of our work: the way we interact with each other, how we define our products, how we exchange with our customers.

You are a highly motivated person, willing to support an efficient and flourished team in a fast growing technical company.

You easily embrace a coach attitude and you trust that, conveying eShard's core values, complex situations need to find the balanced compromises between different interests. You will be the person managing talents from all the following perspectives: recruitment, integration, making them accountable, monitoring their performance and satisfaction, defining collaborative working rules, and developing plans for individual growth.

You know how to adapt your interpersonal communication to different people and culture, in an international environment. You are curious and pride yourself to be in constant motion.

This position will lead you to interact with everyone in the organisation and create the processes and metrics for enforcing a fair and factual evaluation of individuals' performance. You will be in charge of building our employer brand and attracting new talents. You will contribute to creating a company culture and visibility that gives a good space for people development, performance management and a strong key staff retention. You will closely work with the founders of the company: the CEO and the CTO.



Your day-to-day at eShard for this position

Here are examples of a tangible assignments you would be responsible for:

One of the staff is struggling to perform on-time delivery. You contact this person and try to understand his personal situation. Based on your conversation, you suggest an action plan with a follow up in order to increase his engagement. You involve the direction or other members of the team for endorsing this plan and support it.

You did set up a quarterly individual and team review process of the staff performance. You prepare the upcoming performance review by gathering the different qualitative and quantitative criteria and you consider speaking with different members of staff to get some more.

You take time to find some inspiration from other organisations in order to shape your ideas. You have different channels, like monitoring good practices promoted by experts or success stories and networking with your peers in some other companies. This will lead you to suggest an improvement plan that you will push to the direction, bearing in mind the maturity of our current process and the company orientations.

You finish your day by a phone call with a candidate who applied for a lead developer position whose software engineering skills must be associated with an ability to engage the others and have a strong sense of delivery. You were previously involved in the definition of the soft skills and spoke to the team about the hard skills required for this position. You now assess the candidate against them using the methodology that you defined as part of your assignments. After the interview, you decide that her/his profile is interesting enough to move her/him to the next stage, the technical challenge. You provide her/him with all the material to run the challenge and the deadline. You take pride that recruitment agencies are no longer necessary to entice talented people.

You mainly work from our office in Pessac, France but you support all employees over eShard organisation, such our office in Marseille or Singapore.

You are

Within eShard, you are excited about developing your skills and having a strong impact in an international and highly dynamic technical environment.



What describes yourself includes:

- You like interacting with professionals and help them developing themselves,
- You have experience in building coaching and mentoring tools from different sources of inspiration or experience,
- You see the organization globally and you understand the different roles and stakes of the business,
- You have already worked to set up skills framework, combining personal development and performance,
- You know how to conduct a recruitment strategy,
- You are constantly on the lookout for the business environment in order to be aware of the most innovative HR practices,
- You feel accountable and your nature is to take initiative,
- You are recognized as being fair, open-minded, creative and empathetic,
- You have a good sense of observation and excellent communication skills which allow you to make people commit themselves,
- You know how to push messages in a trusted manner to help people improving themselves,
- You have a proficient level in English both verbally and on paper.

About eShard

eShard is a five years old internationally-focused company developing with a strong innovation path in cyber-security. A particular area of strength is the security expertise for embedded and mobile products (including mobile app security, embedded software security, Trusted Execution Environment, embedded cryptography attacks).

Our highly educated R&D teams are continuously analyzing current and potential security threats, it enables us to be at the state of the art of attacks and protection or beyond it.

We think that great software are important for security, that's why we are selling high value software that are first in class.

We help customers to put the right amount of security in their product, and validate that with practical tests.



eShard provides an attractive remuneration package including an incentive plan and good health insurance.

Interested?

Send your resume and motivation letter to career@eshard.com.