



## **Job offer : HR Manager – Talent and Learning**

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### **HR Manager – Talent and Learning**

Pour un Sourire d'Enfant (PSE) - For a Child's Smile is a non-profit organization founded by Christian and Marie-France des Pallières, operating in Cambodia since 1995. Its mission is to help children escape from destitution and lead them to decent, skilled and well-paid jobs.

Recognized by the local authorities, PSE is working in respect of the country with the Cambodians and thus supports sustainable development.

Six main programs – adapted to the needs of the children – have been developed: food, health, protection, education & schooling, vocational training and help for families.

PSE helps 7,000 children and 7,000 graduates from PSE Vocational Training program graduates

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have already successfully integrated the job market with a real qualified position. PSE employs more than 650 people in Cambodia (Phnom Penh mainly) and 8 staff at the headquarters in France. 500 volunteers in different countries are actively working on making the organization known through fundraising donations and sponsorships.

In 2000, PSE received the French Human Rights Prize from the French Republic.

Job location : Phnom Penh Cambodia

Start date : 15-06-2026

Job description :

The role is responsible for leading the strategic and operational functions of Talent Acquisition, Learning and Development (L&D), and Talent Management at PSE. This role is instrumental in cultivating a learning-driven and high-performance culture that aligns with PSE's organizational goals. The manager designs and implements learning frameworks, leads leadership and talent development initiatives, and contributing in building a culture of continuous improvement. The role also focuses on employee onboarding and integration, effective use of training budgets, and building talent strategies that position PSE as an agile, values-driven organization.

Missions :

### **1. Leadership and Team Management**

- Lead, mentor, and develop the Talent Acquisition, L&D, and Talent Management team members.
- Foster collaboration and knowledge sharing across HR functions.
- Serve as the escalation point for complex and cross-functional talent issues.

### **2. Talent Acquisition**

- Oversee the full recruitment cycle including planning, sourcing, interviewing, onboarding, and compliance.
  - Ensure adherence to recruitment policies and labor regulations.
  - Analyze hiring metrics to drive data-informed recruitment strategies.
  - Strengthen employer branding in collaboration with Communications and external platforms.
  - Optimize recruitment workflows and systems within the HRIS framework.
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### **3. Learning and Development**

- Lead the Training Needs Analysis (TNA) aligned with performance reviews and business priorities.
- Design, plan, and oversee internal and external training programs, and ensure that all the trainings are within the policy
- Manage L&D budgets, training vendors, and the training approval process.
- Measure and report on training impact, participation and recommendation for ongoing improving the learning program
- Maintain accurate learning records and analytics in the HRIS.
- Monitor trends and innovations in L&D to maintain organizational competitiveness.
- Increase the training partners with PSE

### **4. Talent Management**

- Design and implement development programs, succession planning, and career progression pathways.
- Ensure the running of the Talent Management Program align with PSE's global objectives
- Coordinate Individual Improvement Plans based on performance assessments.
- Lead initiatives to enhance employee engagement and retention.
- Conduct workforce capability and gap analyses to inform learning and development strategies.

### **5. Data Analytics and Reporting**

- Develop and present regular reports on talent acquisition, learning outcomes, and development progress.
- Collaborate with department leaders to align talent strategies with operational needs.

Profile :

#### **Education**

- Bachelor's or Master's degree in Human Resources, Organizational Development.

#### **Experience**

- Minimum of 7 years of progressive HR experience, including at least 4 years in a managerial role.

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## Skills

- Proven expertise in talent acquisition, L&D, and talent management.
- Proficiency in HRIS platforms and data-driven HR practices.
- Strategic mindset with a proven ability to develop HR solutions aligned with business goals.

## Specific Technical Competencies

- Strong interpersonal, facilitation, and stakeholder engagement skills.

## Attitudes

- Commitment to PSE's vision, core values and code of conduct.
- Policy compliance and protection of children
- Patience, adaptability and ability to cope with change process.
- Ensuring timely, high quality results. Being a role model for continuous learning and improvement.

Details and contacts :



Submit CV: <https://t.me/PSERECRUITMENT>



Email: [recruitment@pse.ngo](mailto:recruitment@pse.ngo)



Tel: 093617555

Address: No. 402, Groupe 12, Village Trea, Stung Mean Chey,

Phnom Penh, Cambodia

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PSE Recruitment Channels:

- Facebook: <https://www.facebook.com/pserecruitment>
- Telegram Chanel: <https://t.me/recruitepse>
- Website: <https://www.pse.ngo/>

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