



Talent Manager

Prepared by:

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Copy of Advertisement



Talent Manager

Salary: circa £65,000 - £68,000 FTE per annum
Hours: 35 per week - Full or Part Time (minimum 0.6 FTE)
Location: London - Hybrid

The Advertising Standards Authority (ASA) is the UK's independent regulator of advertising across all media. Playing an important role in regulating the advertising that we see all around us on a day-to-day basis, our purpose is to make advertisements responsible and our ambition is to make every UK ad a responsible ad.

In late 2023, we finalised our new five-year strategy, 'AI-Assisted Collective Ad Regulation' which set out our strategic decisions in areas including operational transformation, the Planet, and collective ad regulation. We also committed to putting people, especially the vulnerable, first, and to making sure we have the best people working with us.

We think the ASA is a great place to work! However, don't just take our word for it. In our last employee survey in which 97% of our employees took part, a whopping 90% of our staff said they 'believe their work is important and valued by the ASA', and 82% said they were 'proud to tell people' that they work for the ASA.

But we're not complacent. We know we can always do better and that high levels of employee wellbeing, belonging and engagement have never been more important to our staff and therefore our business.

Which is why we are now seeking an exceptionally capable and experienced individual to join us as our new Talent Manager.

In this newly created role for the ASA, our new Talent Manager will play a pivotal role in influencing, shaping and implementing key initiatives of our new People Strategy which will shortly be finalised and will set out our planned direction of travel in areas such as recruitment and retention, learning and development, culture and EDI. As the ASA's Talent expert you will work closely with our Senior Leadership Team to identify and understand our current and future Talent challenges and opportunities and create a compelling Employee Value Proposition and Talent strategies that align with the organisation's goals and objectives.

We are seeking a highly credible and experienced specialist with a demonstrable evidence-based approach to practice and expertise in one or more related disciplines, such as Organisational Development, Culture, EDI or Talent Management. Importantly, we are seeking a bold and ambitious problem solver who can lead and influence strategic thinking and who can engage, motivate and enable colleagues at all levels in the delivery of a high-performance culture.

The ASA is committed to being a diverse and inclusive organisation and we welcome applications from all sections of the community. All qualified applicants will receive consideration for employment without regard to age, disability, gender reassignment, gender identity or expression, marriage or civil partnership, pregnancy or maternity, race (including colour, nationality, ethnic and national origin), religion or belief, sex or sexual orientation.

We operate a hybrid working model and office attendance is required 40% of your contracted hours.



Welcome from Judith



I am delighted that you are considering applying for the role of Talent Manager at the Advertising Standards Authority.

We think the ASA is a great place to work. We have a culture that is open, friendly and collaborative, with a real focus on making the right decisions in the right way and learning while we're doing it. But we're not complacent. We know we can always do better and that high levels of employee wellbeing, belonging and engagement have never been more important to our staff and therefore our business. And we want to take a proactive and ambitious approach to attracting the best people in a competitive recruitment market so that we can continue to deliver the best possible outcomes for the public through effective ad regulation.

It's an exciting time to join the ASA. We are currently looking for our next office in and around the Old Street/Shoreditch area of London and we very much hope our new Talent Manager will help us ensure that our new 'home' supports our strategic People objectives. Our recent organisational culture assessment has provided us with insights as to how we can improve our culture further still, and we are about to embark on a 'total reward' exercise, the first stage of which is to understand what matters most to people in 2024. We are looking for a talented and experienced Talent Manager to support these initiatives and lead new ones within the framework of our next, near finalised, People Strategy which will set out our planned direction of travel in areas such as recruitment and retention, learning and development, culture and EDI.

We welcome applications from all sections of the community and we are committed to being a diverse and inclusive organisation, both so we can represent everyone in the UK and so our own colleagues feel at home at work.

If you think you have what we are looking for and would like to join a committed and ambitious HR team and work closely with an invested and supportive Senior Management Team, we very much welcome your application.

Jude Rowland-Hill

Director of Corporate Services

Useful Links



To find out more about the ASA visit: [ASA website](#)

To read the ASA annual report visit: [annual report](#)

To read the ASA Strategy visit: [our strategy](#)

**We make sure you
can trust online ads.**

**The ASA gets
you through.**

Advertising Standards Authority | asa.org.uk





ing adverts that
service was publicly owned.
A poster campaign introducing the
company, formerly known as First
Great Western, when it rebranded last
September stated: "The Railway belongs
to the region it serves."

Complainants to the Advertising
Standards Authority pointed out that
Great Western Railway belongs to
Group, a multinational company
on the London Stock Exchange
than the people of south-w

The ASA ruled that the
misleading and "might"
sumers to use or en
the service, for ex

Adverts are banned over 'child' issue

TWO "sexually suggestive"
fashion adverts featuring a
model who appeared to be a
child have been banned.

Nobody's Child breached
the advertising code when it
featured a child-like model
posing suggestively in two of
its bus stop poster ads in
November, the Advertising
Standards Authority ruled.

The first advert
around a 21-year-old
who appeared
ing a black
beeled
ad.

Job Description

Job Title: Talent Manager
Location: London hybrid working (part office and part home)
Reporting to: Director of Corporate Services

1. With the DCS and HR Manager, co-lead the development and periodic review of the ASA's People strategy.
2. Including through creating a clear and well understood definition of talent and a compelling Employee Value Proposition develop talent management strategies that align with the organisation's goals and objectives
3. Ensure approved talent management strategies are embedded in the ASA's policies, procedures and activity in areas including:
 - a) Learning and development - create career development paths, training and coaching/mentoring programs, and succession planning initiatives.
 - b) EDIB, culture and wellbeing – create an environment where staff thrive professionally, and where people's work complements rather than competes with their personal lives.
 - c) Recruitment and retention - lead talent acquisition efforts, including recruitment, interviewing, and onboarding processes; and other retention initiatives such as the identification and development of high value employees.
4. Continuously improve the ASA's talent management activity by monitoring and evaluating the effectiveness of talent management programs and drawing on external insights and best practice.
5. Support the Senior Management Team with workforce planning to enable them to manage headcount within budget whilst maximising the resources available to deliver the ASA's strategic objectives.
6. Ensure talent management related projects initiated by the Senior Management Team meet the specified outcomes and are delivered on time and on budget.
7. Act as trusted advisor to the Senior Management Team on all talent related matters.
8. Provide coaching and mentorship to employees and managers on talent development and related initiatives.
9. Optimise pay and reward to attract the best talent and drive high levels of staff engagement

General

1. Work collaboratively with the wider HR and corporate services team to ensure that HR/People function and organisational objectives are delivered effectively, including by providing absence cover for the HR Manager
2. Ensure proactive and effective internal communication of talent activity within the organisation.

Job Description (cont)

Development

1. Maintain own recruitment and talent knowledge so that it is up to date with employment legislation and best practice.

Other

1. Manage any other projects or operational work in line with current or emerging organisation needs.

Key requirements:

1. CIPD qualified or equivalent
2. A professional interest in Talent Management with significant non-generalist experience in one or more related disciplines, such as Organisational Development, Culture, EDI or Talent Management.
3. Experience in using evidence-based practice to develop and implement ambitious People/HR strategy which drives the organisation towards its strategic objectives.
4. Experience using data and metrics to evaluate the effectiveness of HR and talent interventions.
5. Current employment law knowledge and demonstrable experience in ensuring knowledge is kept up to date.
6. A track record in leading and motivating staff to ensure delivery of high performance against objectives and targets.
7. Hands on experience of project management, enabling change across an organisation.
8. Proven ability to collaborate, influence and negotiate with a diverse range of internal and external stakeholders at all levels.
9. Excellent coaching skills, with the ability to support and develop people to maximise their potential and professional impact.
10. Proven ability to deliver results in a demanding work environment whilst balancing multiple priorities.
11. Exceptional written and verbal communication skills.
12. Intermediate to advanced IT literacy (M365 and HRIS/ATS).
13. Strong professional integrity and diplomacy.
14. A confident, considered and pragmatic approach.
15. Strong sense of drive and ability to operate effectively in an autonomous work environment.

Benefits

Our benefits package includes:

- Pension
- Life assurance
- Critical illness
- Income protection
- Private medical insurance
- Sports allowance
- 25 days annual leave (plus BH) plus a wellbeing day

Ads. We keep
them in check.

Whether you love
them or hate them.



Advertising Standards Authority
asa.org.uk



Application Process

Recruitment Timetable

ACTIVITY	DATE
Closing date for applications	11.59pm on Wednesday 26 th June 2024
First Stage Interviews with Morgan Law (virtual)	27 th June – 2 nd July 2024
Panel Interviews with ASA (in person, in London)	w/c 15 th July 2024

How to Apply

To apply, please include the following:

1. Your full CV.
2. A short covering letter (no more than two pages). This should explain your interest in the role, and is your opportunity to demonstrate how your skills and experience meet the requirements of the role.

Please upload your application using the 'Apply For Job' button on the advertisement on our website, which can be found using this link:

<https://www.morgan-law.com/job/talent-manager-12145/>

The deadline for applications is **11.59pm on Wednesday 26th June 2024**

Queries

If you would like to arrange a discussion before deciding whether to apply, or if you require any additional assistance or adjustments, please contact our retained consultant, Adrian Lewis at Morgan Law via adrianlewis@morgan-law.com or 07973314423.

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We're committed to being a diverse and inclusive organisation. See how we're doing, with data from 2022. Our 2023 data will be available from mid-2024.