



Talent Framework Manager

Reports to: Head of Culture & Organisational Development

The part I play at Bromford Flagship LiveWest to enable people to thrive is:

I create clear, fair and future-focused talent frameworks that help colleagues understand how they can grow, support leaders to develop people with confidence, and ensure the business has the capabilities it needs now and in the future. I establish common language, standards and definitions so talent decisions are consistent and fair across functions and leaders.

I research, design and continuously evolve the talent frameworks, including career pathways, progression criteria, succession planning and capability frameworks. I translate organisational strategy and future capability needs, designing into practical, easy-to-use approaches that make progression transparent, enable high-quality career conversations and support consistent, inclusive talent decisions.

I oversee succession planning including for critical capabilities, supporting the business to identify and develop talent proactively and monitoring pipeline strength, risk and readiness. I define what “ready now”, “ready soon” and “future potential” mean, using a consistent and inclusive approach. I monitor succession health, pipeline strength and risk, providing insight and assurance to senior leaders.

I work closely with the Academy to embed progression and succession planning into everyday practice, building strong and sustainable talent pipelines for critical and leadership roles. I also work closely with the Academy team to share future career pathways, skills and capability needs, enabling them to design and deliver learning and development content that builds the right capabilities for today and tomorrow.

Through strong external research, governance, insight and continuous improvement, I ensure our talent frameworks remain inclusive, evidence-based and aligned to our purpose, so people can see a future here and the organisation can thrive.

My skills and experience include:

Extensive experience designing career pathways, talent frameworks or succession approaches at organisational or enterprise level.

Strong understanding of organisational capability and talent pipelines. Experience working across OD, workforce planning, and development environments.

Ability to translate complex organisational needs into clear, usable frameworks and tools.

Strong facilitation, influencing and coaching skills when working with senior leaders.

Analytical and systems thinking with a strong sense of fairness, inclusion and evidence-based decision-making.

The skills I will develop include:

Advanced expertise in skills-based talent frameworks and future capability modelling.

Deeper application of data and insight to inform talent and succession decisions.

Enhanced influencing skills to embed consistent talent practices across diverse functions.

Broader insight into future-of-work trends and their implications for career and talent models.

I am accountable for:

- The design and integrity of enterprise-wide talent and capability frameworks
- Career pathway and progression architectures
- Succession planning framework and talent pipelines for critical and leadership roles
- Alignment between talent frameworks, performance management and culture
- Ensuring all frameworks are inclusive, evidence based and future focused.