



A Textron Company

Senior Culture & People Development Specialist

LOCATION: 3255 Bell Flight Blvd., Fort Worth, TX

Please apply via our website at

[Bell Flight Careers - REQ 298271](#)

The **Senior Culture & People Development Specialist** supports the execution of Bell's Talent Strategy through initiatives that build strong leaders, grow, and engage our talent and help us to cultivate a diverse and inclusive workforce. This role will support the design and execution of critical talent and organizational programs, including our annual talent review, culture transformation efforts and the employee engagement program, in order to position Bell to meet its strategic objectives. The incumbent will be a direct report to the Manager, Culture and People Development.

Key Areas of Responsibility:

- Ensure business continuity through development of our future leaders by leading the annual talent review processes, which includes facilitating dialogue with business leaders to assess employees' performance and potential across the organization, coordinating development and succession planning efforts and showcasing individual and organizational accomplishments in an influential way.
- Leads the planning and implementation of the employee engagement program by facilitating organizational actions focused on increasing retention and elevating the employee experience
- Facilitate team and functional employee engagement sessions, aimed at analyzing data from the employee engagement survey to help teams determine high priority actions that will maximize engagement at all levels
- Supports culture transformation for Bell by contributing to the evolution of the culture strategy, including coordinating a gap analysis that assesses current state and aligns with our aspirational future state.
- Analyze and track talent-related metrics.
- Implements, coordinates, and manages additional development projects as needed.

Education Requirements:

- Bachelor's degree in Human Resources or other closely related discipline

Position Requirements:

- 6 or more years of experience in Human Resources
- Ability to provide guidance on career planning and development
- Intermediate to advanced PowerPoint and Excel skills
- Ability to create, analyze and synthesize information (e.g. talent-related drivers/metrics).
- Ability to facilitate meetings and influence without formal authority
- Strong written, listening and verbal, communication skills
- A high level of service orientation and be able to operate with a high level of ambiguity and autonomy
- Ability to maintain confidentiality
- Comprehensive knowledge and understanding of human resources talent/performance drivers and competencies
- Engaging communication, interpersonal and influencing skills
- Collaboration skills including the ability to integrate and act upon the diverse perspectives of business leaders, instructional designers, corporate Human Resources and external vendors

Preferred Qualifications:

- Demonstrated experience in talent management, organizational development, or related disciplines

EEO Statement *Textron is committed to providing Equal Opportunity in Employment, to all applicants and employees regardless of, race, color, religion, gender, age, national origin, military status, veteran status, handicap, physical or mental disability, sexual orientation, gender identity, genetic information or any other characteristic protected by law.*

Pay Transparency Policy Statement *The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.*

*Job Field: Human Resources
Primary Location: US-Texas-Fort Worth
Recruiting Company: Bell Textron Inc.
Schedule: Full-time
Job Level: Individual Contributor
Shift: First Shift
Relocation: Unavailable*

Textron (and its subsidiaries) participates in E-Verify. We will provide the U.S. Social Security Administration (SSA) and, if necessary, the U.S. Department of Homeland Security (DHS) with information from each new employer's Form I-9 to confirm work authorization.