

Safer above. Safer beyond.



Building safer skies together.

**Manager
Talent Management
Location: Putrajaya**

Eligible candidates are encouraged to apply for the aforementioned position by submitting the application form, resume, academic qualifications and supporting documents via www.caam.gov.my/resources/announcements/career/. Kindly note that only applications submitted through **CAAM website** will be considered.

Application deadline is on **20th December 2025, at 11:59 p.m.**

*Recruitments are subject to vacancies, and only candidates who have been shortlisted for an interview will be contacted.

MANAGER TALENT MANAGEMENT

Job Description

To lead the design and implementation of CAAM's talent management strategies, including career pathways, succession planning, leadership development, and retention programmes. This role ensures CAAM builds a sustainable pipeline of leaders and subject matter experts, while supporting employees' career aspirations and strengthening organisational capability.

Key Responsibilities:

- Develop and implement CAAM's career pathways and progression framework.
- Manage succession planning processes to ensure continuity in critical roles.
- Maintain talent pools and coordinate regular talent review exercises.
- Collaborate cross-functionally with other departments to deliver leadership and high-potential programmes.
- Design development and retention plans for key talent and high-potential employees.
- Lead engagement initiatives to strengthen commitment and reduce attrition.
- Align talent outcomes with rewards, recognition, and career development opportunities.
- Monitor talent gaps and risks, providing recommendations and interventions as needed.
- Advise and support Division/Unit Heads and employees on career management matters.

Qualifications for Appointment

Candidates must possess the following criteria:

a) Citizenship

- Malaysian citizen.

b) Academic & Professional Qualifications

- A Bachelor's degree in Human Resource Management, Organisational Development, Business Administration, or related field from a higher education institution recognized by the Government, or an equivalent qualification.

c) Additional Requirements

- At least seven (7) years of experience in HR/Talent Management or related field.
- At least three (3) years of experience in a managerial role.
- Strong knowledge of career framework development, succession planning, and talent reviews.
- Skilled in stakeholder engagement and advisory to senior leaders.
- Excellent analytical, facilitation, and communication skills.
- Familiarity with aviation technical roles and regulatory job families