



# Pacific Basin

## With you for the long haul



**Pacific Basin** is one of the world's leading owners and operators of modern Handysize and Supramax dry bulk ships. We are listed in Hong Kong and operate globally with a fleet of over 270 ships trading worldwide. Our team comprises about 4,600 seafarers and over 400 shore staff in 14 key locations around the world.

Job Title	Talent Development Manager	Location	Hong Kong
Department	Human Resources	Reporting Line	Director, Human Resources

Role Summary	We are seeking a skilled, energetic and experienced individual with proven track record to lead our Talent management and L&D initiatives aligned with our strategy.
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Internal Stakeholders	Various key personnel across all departments.
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Responsibilities	<ul style="list-style-type: none"><li>• Develop and implement comprehensive Talent and L&amp;D strategies aligned with company goals.</li><li>• Incorporate talent management, leadership development, and succession planning into training programs.</li><li>• Evaluate effectiveness through feedback, assessments, and performance metrics.</li><li>• Collaborate with department heads and subject matter experts to ensure relevant and strategy driven actions.</li><li>• Maintain accurate tracking of employee training records.</li><li>• Stay current with industry trends and best practices.</li><li>• Foster a culture of continuous learning and professional development.</li><li>• Provide coaching and support to employees and managers by identifying skills gaps and training needs.</li><li>• Design and implement effective training programs.</li><li>• Strong organizational and project management skills to manage multiple initiatives.</li><li>• Organize and oversee training programs, workshops, and e-learning modules.</li><li>• Propose and manage budget for cost-effective talent development and L&amp;D measures.</li><li>• Develop and maintain a global onboarding and retention practices.</li><li>• Foster an inclusive culture by establishing a strategy driven DEI agenda.</li></ul>
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Skills Capabilities Qualifications	<ul style="list-style-type: none"><li>• Master's degree in Human Resources, Education, Psychology, or a related field.</li><li>• Proven experience in talent management and L&amp;D.</li><li>• Strong knowledge of learning theories, training methodologies and using assessment tools in a large organization.</li><li>• Excellent presentation skills with the ability to communicate and facilitate in a global environment.</li><li>• Strong project management and organizational skills.</li><li>• Ability to work collaboratively and efficiently with cross-functional teams and external partners.</li><li>• Full proficiency in MS office and advanced skills in using relevant AI tools.</li><li>• Excellent written and spoken English.</li><li>• Eligible to work in Hong Kong.</li></ul>	Attributes, Personality	<ul style="list-style-type: none"><li>• Dedication to continuous learning and professional development.</li><li>• Excellent communication and interpersonal skills.</li><li>• Team player with collaborative spirit, willing to go the extra mile to help achieve the wider goals of the HR team.</li><li>• Ability to work independently.</li><li>• Service-oriented, fast learner, and strong problem-solving skills.</li><li>• Commitment to fostering an inclusive and diverse workplace by enhancing the sense of belonging culture.</li><li>• Emphasis on collaboration, innovation and excellence.</li><li>• Strong ethical standards and integrity in all actions.</li></ul>
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If you are selected, you will be continuously assessed not only on the basis of your performance, but also on the basis of your attitude and behavior. Cultural fit and adherence to Company values is of paramount importance. We are committed to fostering a diverse, equitable, and inclusive workplace where all colleagues feel valued and empowered to bring their authentic selves to work. Please apply with a full résumé, salary expectation and contact details to the Human Resources Department at [recruiting@pacificbasin.com](mailto:recruiting@pacificbasin.com). We only accept CVs in pdf format. Please make sure there is a covering message and specify the position for which you are applying. (Application deadline: 22 August 2025)

All applications will be treated in strict confidence and used solely for recruitment purposes.