



Lead Talent Management Expert

Do you want to join our quest to take Talent Management to the next level?

About our team

Talent Management is a key priority in Nordea ensuring that we meet our 2030 People vision to build a high-performance culture where every colleague feels ownership, accountability and has the opportunity to grow. By attracting and developing talent, strengthening mobility and succession, and building future-ready capabilities, we create a workforce designed for long-term success. Enabled by technology, digitalization, analytics and AI, we enhance decision-making, accelerate efficiency, and elevate the employee experience. This culture and these capabilities will power Nordea's long-term strategic ambitions.

What you'll be doing

Together with Group People colleagues, we add value by providing first-class, end-to-end solutions on people-related matters to employees and leaders. We aspire to be the most preferred employer by offering leading growth opportunities to attract, develop and retain diverse high-performing talents.

You will join the Talent Management team where you, together with expert colleagues, will drive a future-focused talent agenda; run strategic projects and deliver value-adding frameworks, tools and solutions for leaders and employees across the bank.

You will get a strong platform to develop yourself and your career, as we are committed to staying relevant as both professionals and as an organization.

As the Lead Talent Management Expert you will:

- Ensure first class succession management framework and practices across the organisation

- Leverage our new AI-driven internal talent marketplace platform to take talent management to the next level
- Analyse talent data and provide high-quality analysis, reports and presentations based on succession and talent data to support strategic talent decisions.
- Act as a trusted advisor to Heads of People and People Business Partners on talent strategies, activities and governance
- In close collaboration with colleagues across Group People, drive synergies for our leaders and employees, and deliver an aligned interface for the business e.g. strategic workforce planning, people processes and job architecture

Who you are

Collaboration. Ownership. Passion. Courage. These are the values that guide us in being at our best. We imagine that you have a growth mindset and are excited about bringing your ideas to the table. You're dependable, willing to speak up – even when it's difficult – and committed to empowering others.

You enjoy teamwork and creating impact in a fast-moving, cross-cultural environment with multiple stakeholders. Your approach should be flexible and resourceful problem solving.

To succeed in this role, we believe that you:

- Bring strong Talent Management expertise and business acumen, translating business needs into impactful talent solutions
- Have a proven track record of designing and implementing talent initiatives within succession, development and internal mobility
- Are a trusted advisor who can influence senior stakeholders through insight, collaboration and constructive challenge
- Turn data, external trends and insights into executive reporting, clear recommendations and executive-level decision support
- Thrive in a fast-paced and ambiguous environment, combining strategic thinking with hands-on compliant execution, ownership and an inclusive approach to partnership and continuous learning

Your experience and background:

- 5-10 years of professional People experience, with significant experience in Talent Management in a large international organisation, preferably in a Centre of Excellence or from advising large organisation as part of consultancy.
- Experience in designing and implementing concepts and strategic projects within talent management such as succession, development or internal mobility
- Experience turning talent data into executive insights and decision support
- Experience from advising senior leaders, influencing talent decisions and driving change across complex organisations
- Excellent digital and analytical skills, experience from working with AI-enabled talent solutions is an advantage
- Strong academic record in a relevant field
- Excellent presentation and communication skills and fluency in written and spoken English

If this sounds like you, get in touch!

Next steps

Please submit your application no later than 10/10/2026. For more information, you're welcome to contact Head of Talent Management, Christina Bangshøj at christina.bangshoj@nordea.se.

We enable dreams and aspirations for a greater good.

We build relationships. We add a personal touch to everything we do – when advising our customers, collaborating with colleagues, and meeting our potential candidates.

We learn and develop. We take pride in being experts and thinking ahead. We use our expertise to meet our customers' needs, from the simplest to the most complex. We bring a growth mindset to our work that enables us to focus on a broader perspective in our daily challenges.

We lead change. We are responsible and aware of the impact of our decisions, both for our customers and for our local and global communities. Mindful of our responsibility towards current and future generations, we have made sustainability an integrated part of our business strategy.

We are Nordea. We have a 200-year history of supporting and growing the Nordic economies and our values are deeply rooted in these open, progressive and collaborative societies. As one of the biggest employers in the Nordics, Poland and Estonia, you have excellent opportunities to evolve, develop and move forward with us.

For candidates in Finland: A security clearance will be performed for the person selected for this position.

For candidates in Sweden: For union information, please contact finansforbundet@nordea.se or SACONordea@nordea.com.

Nordea

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Ansøgningsfrist

Løbende jobsamtaler
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Kontaktperson

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