

Updating my Talent Profile

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Talent Profiles: What, When and Why do we use them at Syensqo?

Syensqo's integrated people management system is used as a means to support our efforts to identify, deploy and retain Talent across our organisation. Our system is global to ensure we offer a consistent look, feel, and experience to all our employees.

Your Talent Profile is like an internal CV and enables you to showcase your experiences and achievements. It enables you to apply for positions and let potential hiring managers know what you can offer to a position.

What is a Talent Profile?

Your Talent Profile is a key element of your Career Development at Syensqo. It is a place where you can highlight your experience, accomplishments, skills, and ambitions. Responsibility for updating the Talent Profile rests entirely with the individual and should be revisited on a regular basis to ensure it accurately reflects your current situation.

What is the benefit of updating my Talent Profile?

Updating your profile is the quickest way to increase your visibility for new opportunities at Syensqo. When your profile is up to date, Hiring Managers and HR can more easily find you when searching for relevant experience and skills. You can also make quick applications to positions that you are interested in.

Is my Talent Profile public? Who can view my Talent Profile?

Sections of your Talent Profile are Public. These sections are: About me, Education, Achievements, Work experiences and Languages. This means employees of Syensqo can see this information.

What sections of the Talent Profile are important?

All sections of the profile are important as they are designed to ensure we capture the fullest insights on you, what you can offer a position and what a position could offer you. We sometimes find sections of the profile incomplete or with only one or two words which is unlikely the impression you would want to leave with a potential hiring manager.

How long will it take me to complete my Talent Profile?

Completing your profile does not have to take long but thinking about what you want to write and how best to articulate it is always good preparation.

Best practices for completing your profile

- Block time in your diary to complete your profile. You may prefer to do this at the beginning of the day before you look at emails or at the end of the day when you have finished their meetings.
- Copy and paste sections from your CV, resume, or LinkedIn profile into the Talent Profile to help speed up your completion - i.e. many of us have a short summary and introduction to our CV. This can be used in the About Me section of the profile.
- When completing the About Me and Career Ambitions sections of the profile take time to consider what you would want a potential hiring manager to know about you and your ambitions.
- Reflect on your current mobility and update the Geographical Mobility section. Be honest with yourself around your current circumstances and desires. You can always update this as needed.
- Ask your Line Manager to review your profile and make suggestions for improvement and refinement.

