

Job Title:	Talent Manager
Contract:	Fixed-term, until December 2026 (with two Board checkpoints for progress review)
Hours:	Full-time (37.5 hours per week) with potential for part-time.
Location:	Flexible (remote working combined with our office in Old Street, London)
Salary:	Dependent on experience
Reporting to:	Head of Production

About LumoTV

LumoTV is dedicated to championing diverse and underrepresented deaf and hard-of-hearing talent in the media industry. As we embark on a new talent strategy for 2025 to 2026, we are looking for a proactive and well-connected Talent Manager to drive this initiative forward. This role will be instrumental in implementing our talent strategy and ensuring effective engagement with emerging and existing talent.

Role Overview

The Talent Manager will be responsible for executing LumoTV's talent strategy, working closely with industry stakeholders, education providers, and production companies. This role involves talent scouting, engagement, and facilitating training and shadowing opportunities. The successful candidate will have the opportunity to step into the role with a view to develop it under the support, guidance and mentorship (if needed) of the freelance Talent Management Consultant at LumoTV.

Key Responsibilities

- **Implement Talent Strategy:** Deliver and oversee the new talent strategy and budget, ensuring its successful execution.
- **Talent Acquisition & Development:** Identify and recruit emerging talent, ensuring they receive the necessary support and development opportunities.
- **Industry Networking:** Build and maintain relationships with key stakeholders, including production companies, broadcasters and training providers.
- **Training & Upskilling:** Work closely with training providers to develop masterclasses/courses that enhance talent skills and career progression.

- **Career Management:** Guide talent through career development, offering advice and opportunities for furthering their industry presence.
- **Event & Webinar Coordination:** Plan and execute industry events, workshops, and webinars to support talent engagement and education.
- **Database & Talent Pool Management:** Maintain accurate records of talent, ensuring smooth communication and opportunity tracking.
- **Shadowing & Internship Coordination:** Establish partnerships to provide shadowing, mentorship, and work experience placements.
- **Content Collaboration:** Work alongside the Content Creation team to develop and enhance talent-related webpages.

Desirable Skills & Experience

- Ability to build a strong network of industry contacts, particularly with production companies
- Experience working with the deaf and hard-of-hearing community, particularly deaf creatives.
- Previous production experience but not essential.
- Good understanding of the barriers that deaf and hard-of-hearing talent face in the TV industry.
- Excellent organisational and communication skills.
- Ability to engage and build relationships with educational institutions and training providers.
- Experience in planning and executing events such as webinars, and talks.
- Knowledge of British Sign Language advantageous.

Contract Details

This is a fixed-term role running until December 2026, with two scheduled Board checkpoints to assess progress before committing to the remainder of the contract.

How to Apply

Please send a cover letter/email and CV to talent@lumotv.co.uk by 23:59 on Monday 21st April 2025.

All qualified applicants will receive fair consideration for employment without regard to race, religion or belief, gender, gender reassignment or expression, sexual orientation, marriage and civil partnership, national origin, pregnancy and maternity, genetics, disability, age or veteran status.