

Enjoy sharpening a business culture and enhancing peoples development opportunities...

## Your life as a Learning & Development Partner.

A newly created role, significant part of our ambitious growth programme as we recognise the need for to increase specialist learning and Development expertise in our People and Culture team. A high level of engagement and passion who innovates with their feet on the ground, who can develop new imaginative programs to fit our culture and business/commercial objectives.

You will lead, embed and deliver the Learning and Development strategy, oversee the implementation of new training initiatives and assess its outcomes. The main aim of this role is to enhance our people performance, productivity and quality of work.

## Expectations.

- Provide advisory support as subject matter expert on appropriate use of learning solutions, providing coaching, mentoring and facilitation guidance as appropriate.
- Update and maintain learning records, and complete appropriate data reporting for stakeholder groups.
- Develop and maintain strong relationships with external suppliers, managing them to time quality and cost standards to ensure high quality learning interventions for the organisation
- Design, oversee and facilitate a range of core training sessions and other events, including but not limited to train the trainer, e-learning modules and short 'buzz workshops' meeting business needs.
- Work closely and proactively with stakeholders to advise on the best course of action for development needs in their areas, ensure positive learner feedback, report on return on investment and look for opportunities to further professionalize and embed the programs.
- Develop and implement the Apprenticeship strategy to manage the Apprenticeship Levy, setting the strategic direction to enable creative and innovative usage.

## Who we're looking for

- Demonstrate experience of designing, delivering & facilitating learning workshops to audiences from middle manager to senior management level and with a proven ability to effectively manage stakeholders from a wide variety of backgrounds and levels.
- Previous experience designing and delivering in-house learning and development programs and workshops on a budget
- Experience of operating with a flexible approach, and a willingness to develop knowledge and skills and brings in new ideas and offers best practice
- Strong support skills to define development priorities that will support or resolve issues
- Excellent planning, organizational and problem-solving skills
- Self-motivated with good interpersonal and verbal & written communication skills – an engaging facilitator and trainer
- Strong advisory skills and experience of providing a variety of training programs to a wide range of audiences.
- Strong planning, organising and implementation skills with the ability to work to tight deadlines
- Current knowledge of effective learning and development methods for fast pace operational business.

## Desirable

- Working in an operational business.
- CIPD qualified.
- Qualified in psychometric instruments such as insights discovery, Thomas International and or Myers Briggs.

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CUSTOMERS

*DARE* TO BE  
DIFFERENT

MAKE IT  
BETTER

## What we do

- We deliver national coverage across the board, in surveying, financial services, auctions, property management, lettings and estate agency. In all areas, our revolutionary spirit has the customer at its heart.

## What we care about

- Revolutionising our customers' experience is what drives us each and every day at SDL. We thrive on shaking up the industry and doing what it takes to make customers' lives easier and better. Because they deserve more and we want to be the ones to wow them.
- We believe our greatest asset, our people, also deserve more. More support and more freedom to bring their individual flair to bear in their work. So they can find ever-better ways of helping customers and opportunities to become more than they dreamt possible.

## How to apply

Write an email telling us why this job's got your name on it. Attach your CV. Press send.

[recruitment@sdlgroup.co.uk](mailto:recruitment@sdlgroup.co.uk)

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