

Join Our Team as **Learning & Development Manager**

Are you an experienced Learning and Development professional with a passion for driving growth and development within an organization? We are seeking a **Learning and Development Manager** to lead the creation and implementation of impactful L&D strategies, supporting our Attract, Retain, and Develop goals in the UK.

ROLE PURPOSE

As the Learning and Development Manager, you'll be responsible for developing, implementing, and evolving a strategic L&D plan that aligns with our business needs. You'll partner with HR and department leaders to build and deliver training programs, enhance employee development, and support a culture of continuous learning.

KEY RESPONSIBILITIES

- **Develop and Implement L&D Strategy:** Create a robust learning and development policy and plan that meets organizational goals.
- **Learning Management System Oversight:** Lead our LMS initiatives (Cornerstone) in partnership with global colleagues to ensure alignment and effectiveness.
- **Skills Gap Analysis:** Conduct assessments to identify and address skills gaps, including training for new equipment or systems.
- **Employee Development Plans:** Collaborate with HR and Department Managers to support employee development goals and maintain PDPs across teams.
- **Diversity & Inclusion Initiatives:** Work with HR leadership to incorporate EDI goals within training programs.
- **Onboarding Management:** Oversee induction processes and ensure they meet the needs of new joiners, transfers, and agency staff.
- **Talent Pipeline Development:** Support apprenticeship, internship, and graduate programs.
- **Educational Partnerships:** Build relationships with educational organizations to support work experience and skill development.
- **Training Documentation and Audits:** Maintain records for audits and ensure the accuracy of training documentation.

WHAT YOU'LL BRING

- **Qualifications:** Minimum Level 5 CIPD qualification in L&D or equivalent.
- **Experience:** Prior L&D experience within an FMCG environment is ideal.
- **Technical Skills:** Proficiency with LMS systems (including SCORM), HRIS, and MS Office (Excel, PowerPoint, Word, Outlook).
- **Communication:** Strong verbal and written communication skills, with the ability to engage effectively across all levels of the business.
- **Analytical Skills:** Excellent quantitative and problem-solving abilities to evaluate and report on training impact.
- **Interpersonal Skills:** Proven track record of building and maintaining internal and external relationships.
- **Organizational Skills:** A well-organized approach to managing multiple projects and tasks.

WHY JOIN US?

Be part of a team that values professional growth and invests in the future of its employees. You'll have the opportunity to shape learning experiences that drive personal and organizational success, ensuring our workforce is skilled, engaged, and ready for the challenges of tomorrow.

To apply please send your CV, quoting job reference number L&D/001 to hr.recruit@rockline.co.uk.