

## LEARNING AND DEVELOPMENT MANAGER

### UK – COVERING BROMLEY AND CHELTENHAM OFFICES

#### PERMANENT

At iPipeline, we pride ourselves on our culture. We believe in an enthusiastic atmosphere, encourage innovation, depend on creativity, and strive for success. We value our employees and understand that our continued success as a company relies heavily on the success of every individual. Our employees describe iPipeline offices as fun, energetic, 'can do', professional environments.

We empower our people and provide them with the opportunity to pursue personal growth and career aspirations. We work hard and play hard. We celebrate success.

As the market leader in our industry, we deliver ground-breaking and award-winning technology to the financial services industry. Working at iPipeline allows you to play a huge part in making it easier for our customers to protect and secure the financial futures of consumers' families.



#### YOU CAN ENJOY:

- Innovative, inclusive and focused environment
- Flexible working
- Work/life balance
- New, contemporary, open-plan office space
- Company matched pension benefits
- Generous Life and Critical Illness Cover
- Perkbox membership (discounts and freebies)
- Competitive holiday allowance
- Well stocked kitchen of free soft drinks, tea, coffee and fruit
- An annual wellness allowance to keep you happy and healthy

#### PURPOSE OF THE ROLE:

We are delighted to be adding a Learning and Development Manager to the team. The successful candidate will have a proven track record of delivering pragmatic yet impactful management learning programmes at all levels of an organisation: from front-line to senior managers and executive level.

## RESPONSIBILITIES:

- Liaise with key stakeholders across the business to understand capability gaps in management across the site(s) and department(s).
- Design, deliver and evaluate management and soft skills training, in line with business needs and be willing and able to adjust approach to programmes to support learners and the organisation
- Understand the support needs of different departments and be able to prioritise which areas of the organisation require the most urgent attention
- Assess the impact of learning interventions and provide regular statistics / reporting to track the impact of soft skill training
- Working in collaboration with senior leaders, ensure new managers are on-boarded effectively and efficiently
- Provide 1:1 coaching support for managers as required
- Ownership of overall career development programmes in support of talent & succession management
- Support new line managers throughout their first six to 12 months in the organisation; working in collaboration with their respective line managers

## SKILLS:

- Experience working in a corporate management development role
- Proven track record of designing and delivering fit-for-purpose learning solutions
- Ability to demonstrate using how learning interventions support culture change
- Experience of working with managers at all levels of an organisation
- Confidence to advise the business on skill gaps and learning needs of managers and ability to translate these needs into pragmatic learning programmes
- Commercial and financial acumen

## PERSON SPECIFICATIONS

- A confident and engaging self-starter with a positive, 'can-do' attitude
- Qualifications in Leadership & Management skills/training (CIPD qualified or similar)
- A well-rounded leadership development professional
- Passionate, resilient and personality with uncompromising integrity
- Willingness to take ownership of processes and see these through to completion
- Openness to embracing new ways of working
- Excellent communication and facilitation skills
- Good time management skills
- Strong command and understanding of models, frameworks, tools and solutions to increase leadership effectiveness, including but not limited to; culture change, emotional intelligence, change management, high performing team effectiveness, coaching, Situational Leadership

## DON'T HAVE EVERYTHING WE'VE ASKED FOR?

Don't worry.

You might not have everything listed above but you might have some valuable transferable skills and experience.

You might be returning from a career break or feel you have taken a wrong turn in your career.

At iPipeline, it's about you and what makes you tick, not ticking every box.

To apply please email [cheltenham.recruitment@ipipeline.com](mailto:cheltenham.recruitment@ipipeline.com) with your CV and covering note (don't forget to include those transferable skills).

For information on how we store applicant information, please see our [Job Application Privacy Policy](#).