

Learning & Development Partner/Manager

We have an exciting opportunity for a Learning & Development Partner/Manager to 'Bring the beautiful into people's homes and lives' by facilitating creative content and creating learning environments where employees can continuously develop to be their best. Through the delivery of our learning agenda, the curation and delivery of blended learning experiences that are relevant, scalable and consistent. Ultimately, you will help our company succeed and achieve a great place to work by training and developing our people.

Responsibilities

- Create, curate, and execute learning strategies and programs on core skill, developing manager and leaders
- Curate learning content and assess relevant learning and development options
- Working closely with group leadership across the organisation to ensure complete understanding of their units and training requirements
- Carrying out capability assessments across the organisation
- Evaluate individual and organisational development needs
- Manage the apprenticeship graduate scheme across the Group
- Design and deliver blended learning solutions such as coaching, mentoring, e-learning courses, workshops, on-the-job training, classroom training, e-learning and simulation. Make recommendations to decision-makers
- Using digital tools to create flexible and innovative learning programmes
- Apply adult learning theories to ensure employees get the best out of their development
- Design a range of learning interventions including technical, behavioural and leadership programmes
- Drive a culture of continuous professional development (CPD)
- Facilitate learning interventions and identify skills gaps and future learning requirements
- Monitor and assess the success of development plans and help employees make the most of learning opportunities
- Collaborate with line managers to develop their team members through career pathing
- Track budgets, negotiate contracts and organise and oversee external training where required

Skills & Experience

- BSc/BA in Business, Psychology or a related field and/or equivalent
- A CIPD qualification is preferred, either Level 3 Foundation Certificate or Diploma in L&D (Level 3 QCF) or a Level 5 Intermediate Certificate or Diploma in L&D (Level 5 QCF)
- Proven experience as an L&D Manager, Training Manager or similar
- Experienced training facilitator, with the ability to listen and connect with colleagues across all levels
- Demonstrable project management experience
- Ideally knowledge of Apprenticeship schemes and an understanding of the Apprenticeship Levy and Employer funding rules
- Comfortable with exposure to senior leadership teams and having powerful conversations
- Natural problem solver with the ability to monitor data, review issue areas and use information to influence opportunities for continuous improvement
- Familiarity with e-learning platforms and practices
- Proficient in MS Office and Learning Management Systems (LMS)

- Excellent communication and negotiation skills; sharp business acumen
- Ability to build rapport with internal and external customers

About us

Sanderson Design Group is an international luxury interior furnishings company that designs, manufactures and markets wallpapers and fabrics together with a wide range of ancillary interior products.

In 2020, we brought our portfolio of brands home to Sanderson Design Group, evoking the combined longevity and prodigious creative history of our brands. Sanderson Design Group describes the ebullience of our past endeavours. It sketches the outline of our future. A collective of 7 quintessentially British luxury interior brands and 2 manufacturing brands, at Sanderson Design Group we are Sanderson, Archive, Morris & Co., Zoffany, Harlequin, Clarke & Clarke, Scion, Anstey Wallpaper Company and Standfast & Barracks.

Our purpose is "To bring the Beautiful into People's Homes and Lives". This has defined and shaped our brands since our very earliest days. The oldest brand in our arsenal, from where we derive the namesake of our group, began life in 1860, as an importer of fine French wallpapers to London. Arthur Sanderson & Sons Ltd played a pivotal role in defining English interior decoration tastes and its early success led to displaying designs at London's finest showroom, at Berners Street. Around this time in 1924, Arthur Sanderson & Sons Ltd were awarded The Royal Warrant, becoming "purveyors of wallpaper and paint" to the court of George V.

We recognise that each one of our brands contributes a unique chapter to our story. It is why we represent the full spectrum of British interior design, catering from cutting-edge sleek modern styles, to the hearty warmth of traditional forms. Our decision to rebrand as Sanderson Design Group in 2020 is our way of paying homage to our rich history, as well as marking our path towards a new future. As custodians of over 160 years of design experience, we are proud to Bring the Beautiful into People's Homes and Lives. We are Sanderson Design Group.