



Learning & Development Manager.

As the expert in Learning and Development, this role will be critical in enabling us to 'Bring the Beautiful into People's Homes and Lives' by identifying skills needs across the business to develop and own a learning and development strategy that underpins our Talent and succession plans. Owning the learning plan across each area of our business, you will design and facilitate creative content and learning interventions or source external content to develop our people and help them be at their best.

Working alongside our People team and Group Leadership teams, the ideal candidate will hit the ground running to bring our 'Work Beautiful' strategy to life, delivering a learning plan that enables us to achieve our ambition for Learning and Career Development - to build a culture of self-led learning, where everyone is empowered to learn and grow through great everyday development conversations and curated learning materials.

Responsibilities.

- Continue to build on our Learning & Development plan that supports the professional growth of all employees, from entry-level to executive, across all sites across Sanderson Design Group.
- Craft and execute inclusive learning programs and initiatives that align with our 'Work Beautiful' strategy, enhancing our employee value proposition.
- Ensure L&D activities reinforce our company values and vision, fostering a culture of creativity, collaboration, and excellence.
- Collaborate with department heads and the People team to identify skill gaps and design targeted training solutions through our Future Talent Planning conversations.
- Leverage the latest L&D technologies and methodologies to deliver engaging and impactful learning experiences.
- Key focuses for the year include:
 - Co-creation, launch and embedding of a behavioural framework to underpin our company values and create a culture of inclusion, belonging and a one-Group mindset.
 - Upskilling and developing our People Manager population with a targeted program of support, including Insights Discovery rollout, coaching and mentoring using the 70,20,10 approach to learning
 - Continue to develop our Crafting My Career initiative and approach to performance, development and career conversations



- Identifying and building relationships with FE providers to enable and increase take up of levy funded course across the Group
- Technical training initiative based on specific business needs
- Measure the effectiveness of L&D programs, using data to continuously refine and improve our offerings.
- Promote a learning culture that encourages knowledge sharing, mentorship, and continuous personal and professional development.
- Proactively share and celebrate our L&D initiatives and successes internally and externally
- Partner with external experts and institutions to bring cutting-edge learning opportunities to our teams.
- Drive a culture of continuous professional development (CPD)
- Monitor and assess the ROI of development plans and help employees make the most of learning opportunities.
- Collaborate with line managers to develop their team members.
- Manage the L&D budget, negotiating contracts with providers, organise and oversee external training where required

Measures of Success.

- Delivering and developing our L&D objectives within the agreed timeline and budget
- Internal customer satisfaction – utilising learner feedback and identifying areas for continuous improvement
- Driving YoY improvement in employee engagement

Connecting with others.

Working independently, you will have regular support and touchpoints with:

- People team
- Group leadership team
- Marketing, PR & Communications teams
- External L&D industry specialists



Skills & Experience.

- Proven experience in designing and implementing comprehensive L&D programs, preferably within the luxury goods, design, or related industries.
- Exceptional ability to design, develop, and facilitate training programs that captivate and educate diverse audiences.
- Strong understanding of L&D best practices, adult learning theories, and the application of technology in learning and development.
- Excellent communication, presentation, and interpersonal skills, capable of inspiring and motivating employees at all levels.
- Strategic thinker with the ability to link L&D initiatives to business outcomes.
- Experience in managing L&D projects from conception through to evaluation, demonstrating tangible improvements in employee performance and engagement.
- Proactive and self-motivated, resilient in the face of multiple demands, with the ability to prioritise activity and manage stakeholder expectations.
- Experience championing diversity, equity and inclusion initiatives.

If you wish to apply, please send your CV to jobs@sandersondesigngroup.com

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 quintessentially British luxury interior brands and 2 manufacturing brands, at Sanderson Design Group we are Sanderson, 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

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derive the namesake of our group, begun 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.