

Learning & Development Manager

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Company: NTT DATA

Location: United Kingdom

Category: other-general

Learning & Development Manager- Internal Service/People role

NTT DATA Business Solutions –

NTT DATA Business Solutions Group is part of the NTT DATA Corporate Group a top global IT services provider, headquartered in Tokyo, operating in more than countries. We combine a global reach with local intimacy to provide premier professional SAP services from deep industry expertise consulting to applied innovations in digital, cloud, automation, and system development to business IT outsourcing.

As a global SAP Platinum Partner, NTT DATA Business Solutions Group leverages its global expertise to deliver quality outcomes whether you are a multi-national or operate in a single country. With over , SAP experts across countries, we have the capability and reach to help you solve real problems and seize the next opportunity for growth around your SAP strategy and operations.

Our global award winning SAP practice, differentiated by innovation is the undisputed leader in SAP S/4HANA. With about SAP HANA clients and more than SAP S/4HANA clients. Our clients trust our deep experience and proven approaches - all around the world.

POSITION DESCRIPTION OVERVIEW

As the Learning & Development Manager, you will play a pivotal role in shaping the learning culture within our organization. You will be responsible for designing, implementing, and evaluating comprehensive learning, development and engagement programs that align with our business objectives and support the professional development needs of our diverse workforce. This role encompasses topics such as employee development and

engagement, retention, culture, diversity, equity and inclusion as well as wellbeing. You will be managing one direct report.

Main Tasks

You will assume a central role in the conception, further development, and implementation of strategic and operational concepts in the area of Career Development & Employee Engagement.

You will take responsibility for the implementation of all Career Development processes (Performance Management Cycle, Talent Review, Job Profiles, Competency Assessments, Promotion Process, Career Development).

You will develop and execute a strategic learning, development and engagement plan that addresses the needs of employees at all levels and functions within the organisation.

You will collaborate with departmental leaders to identify skill gaps and training needs, and design tailored learning solutions to address them.

You will contribute to the tool-based implementation of all Career Development processes in our HR software SAP SuccessFactors.

You will drive the execution of change processes within the L&D space.

Stay current on industry trends and best practices in learning and development and incorporate innovative approaches to enhance the impact of our programs.

You will take responsibility for topics such as employee development and engagement, retention, culture, diversity, equity and inclusion as well as wellbeing.

You will be managing one direct report.

SKILLS REQUIRED

You are motivated by creative freedom and are characterized by a holistic and conceptual approach, coupled with a strong focus on quality and a detailed, structured way of working.

You are familiar with the consulting/professional services environment and possess a customer-centric mindset, as well as a strong service orientation in dealing with executives and employees.

You are tech-savvy, enjoy using new and innovative methods, and see new topics as opportunities for your own development.

You have a passion for change management processes, are adept in stakeholder management, and enjoy engaging with methods such as storytelling for sustainable change management.

You communicate confidently, persuasively, and tailored to the audience, presenting yourself professionally and assertively.

You enjoy contributing to a high-performance and harmonious team, and are flexible, results-oriented, and able to take initiative.

You would ideally have had some management experience as the job holder will manage one direct report.

THE SUCCESSFUL CANDIDATE will be able to demonstrate:

Bachelor's degree in Human Resources, Organizational Development, Education, or a related field

Proven experience in learning and development, with a minimum of 5 years in experience in learning and development.

Excellent project management skills, with the ability to plan, prioritize, and execute multiple initiatives simultaneously.

Effective communication and interpersonal skills, with the ability to build relationships and collaborate with stakeholders at all levels.

Demonstrated ability to analyze data, measure training effectiveness, and make data-driven decisions.

Experience working in professional services is a plus.

We offer:

We offer a range of benefits including -

- A competitive group pension plan, life assurance and income protection
- One “free Friday” per calendar month - effectively an extra days holiday

- “work where it works” policy for the UK
- Private medical insurance.
- Cycle scheme, electric car scheme
- Some of these benefits may be available only after you have passed your probationary period

GENERAL

Career opportunities exist along multiple route maps from people and leadership, products and expertise and project management. Which route you take is up to you and we are on hand to provide guidance and support. Join us to start the journey that is your career path.

The jobholder is expected to follow relevant policies, procedures and work instructions, and report to the appropriate superior if objectives cannot be met or a problem occurs, the resolution of which is outside the scope of his/her authority.

The jobholder is empowered with the necessary authority to make decisions appropriate to the execution of the responsibilities and tasks outlined. The above Job Description does not limit the employee in executing his job in concurrence with his main area of responsibility or other relevant jobs that they may be required to do.

NTT Data Business Solutions is an equal opportunities employer that supports applicants from all backgrounds. Please advise us should you require special arrangements for the interview process.

You must be eligible to work in the UK and prepared to undergo high level security clearance

We encourage you to consider becoming a part of our dynamic and innovative organization. Thank you for your interest, and we look forward to hearing from you soon!

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