

## Learning & Development Adviser

This is a unique opportunity to join our newly Group Learning & Development team as an L & D Adviser, partnering with business stakeholders to develop, implement and deliver a high-performing and impactful, Group-wide service.

ReddeNorthgate is home to c.6000 colleagues and brings together a broad mix of market-leading operating companies to become the UK's foremost integrated mobility solutions provider. Our businesses operate in sectors as diverse as automotive & fleet, specialist law and insurance claims, with our colleagues working from corporate head offices, contact centres, a network of workshops, and, more recently, at home.

In this newly created L & D role, you are part of a vital team taking ownership of all non-operational L & D and Training needs across the business. Working in close partnership with senior business-leaders and operational managers to design Learning Pathways that facilitate and encourage high performance for every employee, your role is central to us successfully embedding a culture of best-practice and continuous improvement as the business evolves.

Our plans for the coming months and years are ambitious and we have a clear strategic people plan to deliver. Undertaking TNAs to identify then prioritise business learning needs, you will have a remit to help devise, implement and deliver a broad range of training encompassing face-to-face learning, e-learning, (via engagement with the Group E-learning Content Developers), and blended learning solutions. You will play a leading role in the development and launch of a range of Group-wide programmes, including our new Leadership and Management Development collaboration with the Chartered Management Institute, (CMI), and your expertise will also be called upon to assist with our Apprenticeships and Graduate Schemes, too. There is lots for us to do and, best of all, excellent levels of support at a senior level for us to do it.

If you are seeking an exciting opportunity to help shape a business and the people in it, support key strategic projects and deliver continuous improvement programmes which have a significant impact on how we work and how successful we can be, look no further!

### About you

- First and foremost, you build your success on working effectively with others – whether an L & D peer, an operational stakeholder or third-party partner, as an L & D Adviser, you know how to engage those you work with to get the most out of each relationship.
- You have a robust knowledge of a range of L & D methodologies, with demonstrable experience of devising, facilitating and evaluating effective learning and development programmes – equally important is your ability to apply the optimum solutions to a situation in a pragmatic, commercial and solutions-focused manner.
- You have a commitment to your own CPD to maintain a high level of personal skill, knowledge and performance – your awareness of the latest trends and contemporary practices in L & D and your ability to identify the best learning solutions to maximise results is testament to your self-progression.
- You are a driver for change and continuous improvement with experience of implementing new approaches to Learning & Development; others really buy into your ideas.
- You get involved in every part of your business – you take pride in understanding exactly what makes your business tick and lead by example, setting high standards.

### As a Learning & Development Adviser, we offer you:

- A rewarding salary, reflecting your experience and knowledge with additional employee benefits (including car or car allowance, employee assistance, life assurance, pension, retailer discounts etc.)
- An exciting opportunity to build a new way of working, where you can really make your mark.
- A supportive, like-minded peer group of L & D and People specialists, all aiming for the same goal.

### Be part of our future

If you would love to join our rapidly evolving business as an L & D Adviser, we encourage you to find out more. Apply today by emailing your CV to [apply@northgate.careers.com](mailto:apply@northgate.careers.com).