

## Group Employee Development Manager

TR Fastenings Ltd specialise in distributing and manufacturing standard and specialist industrial fasteners. Through our global operations, TR employs over 1,200 highly skilled and experienced people. Every colleague around the world is a valued member of the TR family who on a daily basis work together to deliver a high-quality service for all our customers

We are looking to recruit a Group Employee Development Manager to join our Group HR team.

### The Role

This role is positioned within the Group HR Department and is responsible for the management of all employee development activity across all of our locations.

Working with senior management teams, the role involves helping our managers and our employees to advance their skills and knowledge through the introduction of learning strategies and performance, designing e-learning courses and managing the relationships with training providers and consultants.

Key tasks include:

- Work with the Group HR Director and Group Data and Reporting Manager to produce a learning and development strategy and work across all of our locations to ensure that we drive organisational learning and development in line with the overall business strategy
- Implement various learning methods globally (e.g. coaching, job-shadowing, secondments, on line training)
- Ensure Trifast has a high quality performance development process that is appropriate to the needs of the organisation and is designed to drive up overall performance
- Develop and manage learning and development policies that are robust and ensure equality of access to development opportunities
- Undertake a full training needs analysis and, as a result, produce learning and development plans and a realistic training budget
- Manage the training activity for the global system roll out and ensure training material associated with the system is kept up to date
- Negotiate contracts with training suppliers and oversee the training provided
- Manage the employee development learning platform, ensuring all material is updated when necessary

Key Skills:

- Proven experience of implementing a learning and development strategy
- Proven experience of talent management methods, linked to succession planning
- Experience of creating learning programmes using various methods
- An approachable and open style
- Experience of training delivery/presentations
- Ability to work under pressure and meet deadlines
- Excellent knowledge of MS Office
- Ability to travel globally





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### The Candidate

An experienced and proven learning and development professional with an appetite for a challenge. This role presents a fantastic opportunity to scope, develop and implement a strategy and requires high levels of organisation, resilience and a can-do attitude.

### To Apply

If you are interested, please contact the HR department on on 01825 747200 or email [careers@trifast.com](mailto:careers@trifast.com).

