



WE NEED YOU

WE'RE LOOKING FOR HEAD OF PEOPLE DEVELOPMENT

LOCATION:

Hertford / Home Working

WORKING HOURS:

Monday – Friday, 37.5 hours per week

SALARY/DAY RATE:

Up to £70,000

OTHER BENEFITS:

Accelerator Bonus Scheme, Private Medical Insurance, Perkbox

CONTACT TYPE:

Permanent

REPORTING IN TO:

People & Culture Director

Central Support
**HEAD OF PEOPLE
DEVELOPMENT**

WE'RE LOOKING FOR A PASSIONATE PEOPLE PERSON

Our People Development Manager will be core in driving our People team ambition to unlock the potential of our people & empower them to exceed expectations. You'll work alongside the wider People team to deliver innovative learning & talent solutions, building an environment where our people can continuously develop to be their best.

TO MAKE A REAL DIFFERENCE IN THESE AREAS

STRATEGY DEVELOPMENT

- Lead the design and execution of our L&D strategy, making sure that it aligns with the overall business objectives & goals.
- Work in partnership with our Senior Leaders & People Business Partners to develop a deep understanding of the talent and organisational needs in their areas. Collaborating to build and refine a roadmap that addresses key challenges and drives our teams towards success.

L&D DELIVERY

- Responsible for every aspect of our L&D roadmap, from needs analysis through to content design, and overseeing programme delivery.
- Drive, design and deliver learning experiences through face-to-face, virtual, and online. Creating learning interventions that address skills gaps and drive continuous learning.
- Lead the development of our digital learning approach, leveraging the latest technologies, and helping to create a learning experience that wows our audience.

LEARNING CULTURE

- Drive our learning culture through the development of an infrastructure that gives our people access to the tools, resources, and experience they need to develop a growth mindset, and reach their full potential.
- Ensuring that our L&D roadmap is visible, and that the strategic vision is understood, creating buy-in across the business.

TALENT DEVELOPMENT

- Develop innovative L&D initiatives and strategies aimed at nurturing and retaining our talent, driving high-performance, career progression, and personal growth across our teams.
- Collaborate with our Talent team & People Business Partners to drive talent development and internal mobility.
- Lead the design, development, and implementation of our Early Careers propositions to attract and develop emerging talent.

DATA & ANALYTICS

- Identify and implement performance metrics and KPI's that continuously assess the effectiveness of our training programs, using data and insights to inform future decision making around L&D strategies.

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BUDGET & SUPPLIER MANAGEMENT

- Collaborate with Senior leadership to establish an annual L&D budget that aligns with Blue Square's goals and L&D ambitions, managing the engagement of external suppliers and providers when needed.

CULTURE & INCLUSIVITY

- Champion our values, and actively contributing to the development of Blue Square's culture.
- Drive innovation to foster diversity and inclusivity across our L&D offer.

OUR IDEAL PERSON & THE ESSENTIALS WE'RE AFTER

- You're an inspirational L&D professional with a proven track record of delivering innovative strategies that contribute to the success of the business.
- You're creative, with the ability to think of 'out of the box' when it comes to developing new ideas and initiatives.
- You embrace change, and you're motivated by exploring ways of delivering value and impact across the business.
- You're an excellent communicator who can build strong relationships to influence strategic plans, negotiate with senior stakeholders, and drive commercial objectives.
- You're passionate in developing peoples' skills and abilities to excel in their roles.
- You operate with a high degree of integrity and accountability.
- You're committed to personal and professional development, self-directed learning, improvement and staying up to date with industry trends and maintaining best practices.

Our ETHIC values are at the core of everything we do, the way we think, the approach we take. These five values are qualities we look for in every single member of the Blue Square team.

