

Learning and Development Manager

Job Level	4	Kornferry Function	
Directorate	Internal Services	Function/Service	People Services
Direct Reports	None	Indirect Reports	
Line Manager Title	Senior Learning and Development Manager	Budgetary Responsibility	None

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

Role description:	
Purpose	Reporting to the Senior Learning & Development Manager, you will play a pivotal role in shaping and delivering impactful learning experiences across the organisation, with a focus on leadership and management development. You will consult with stakeholders to identify learning needs, design inclusive and accessible learning solutions, and deliver engaging face-to-face and virtual training sessions. You will influence and collaborate widely, contributing to the development of organisational capability and a culture of continuous learning.
Key Responsibilities <i>Under maximum of 4 headings with a maximum of 6 bullets per heading</i>	Assessing and managing needs - Manage the end-to-end delivery of bespoke learning requests, from initial scoping through to design, delivery, and evaluation; ensuring that timelines are met, progress is communicated, and risks are proactively addressed - Take a consultative, data informed approach to accurately diagnose learning needs, using a range of data sources to identify skills gaps and define success measures in collaboration with stakeholders - Design tailored learning solutions that align with stakeholder and organisational objectives, drawing on a range of L&D methodologies and best practices, with expertise in leadership and management development. - Build strong partnerships across the organisation to co-create impactful learning initiatives that support strategic goals and are integrated with the broader People offer. Design and development - Develop and design and contribute to the continuous improvement of leadership and management development programmes, pathways and interventions that strengthen leadership capability and align with the British Red Cross Leadership Framework. - Design learning and development solutions that build organisational capability, support performance and meet identified business and learner needs. - Ensure learning solutions are innovative, learner-centred, accessible and inclusive, using a range of learning approaches and technologies to engage diverse audiences.

	• Work with learning and development colleagues, subject matter experts and external providers to develop effective learning solutions that deliver measurable value and impact. • Develop engaging communications and learning resources that promote participation and support a culture of continuous learning and development. • Ensure learning solutions remain relevant, sustainable and aligned with organisational priorities using evaluation, stakeholder feedback, emerging practice and effective risk management. Delivery • Facilitate engaging, inclusive and effective learning experiences both virtually and in person for diverse audiences, including senior leaders and executive-level stakeholders. • Lead team development workshops and bespoke interventions to strengthen team dynamics and organisational effectiveness. • Coach and develop individuals, providing feedback and support to help them grow professionally and achieve their potential. • Design and deliver organisational development initiatives that align with the British Red Cross's strategic direction and foster a culture of continuous improvement. • Provide post-learning support to reinforce key concepts, embed behavioural change, and maximise the impact of learning interventions. Evaluation and data insight • Evaluate the effectiveness and engagement of learning initiatives, using data and feedback to assess impact and inform continuous improvement. • Analyse learning data and performance metrics, translating insights into actionable recommendations and reporting key findings to stakeholders. • Maintain and optimise learning products to ensure they remain current, effective, and aligned with best practices in adult learning. <i>The responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.</i>
Know-how <i>From your overall 'Know-how' description, please indicate clearly which are 'Essential Criteria' (no more than 6) and which are 'Desirable Criteria' (no more than 3) – these will then be used in recruitment (for advertising and shortlisting purposes)</i>	Essential • Strong knowledge of learning and organisational development theory and practice, gained through professional qualifications and/or significant practical experience. • Significant experience designing, delivering and evaluating learning and development solutions, including leadership and management development programmes. • Demonstrable expertise in leadership development, coaching, talent development and team effectiveness, including the design and facilitation of programmes for leaders at different levels of the organisation. • Experience facilitating impactful learning interventions, workshops and development programmes for senior leaders and executive-level audiences, both virtually and in person. • Strong project management and stakeholder management skills, with experience delivering learning initiatives within large, complex organisations. • Excellent communication, relationship-building and influencing skills, with the ability to work collaboratively and achieve positive outcomes across diverse stakeholder groups.

	Desirable - Experienced in using data and learner insight to evaluate and enhance learning solutions, identifying opportunities for refinement and innovation. - Proven experience in coaching and developing others, supporting growth at individual, team, and organisational levels. - Proven L&D consultancy skills, including needs analysis, stakeholder engagement, solution design, and implementation.
Additional Requirements	- Ensures inclusive practice and promotes diversity. - Has the ability to travel to deliver or support learning and development initiatives and attend team meetings. - Has an ability and willingness to work outside normal office hours on occasion.

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/None
PVG- Scotland	Adult/ Child/ Adult & Child/ None
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/None
Driver Check	Yes/No
<u>International Roles Only</u>	
International Police Check	Yes/No
International Driving Licence for manual cars	Yes/No

Role Reference		Review Date	
-----------------------	--	--------------------	--

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.