



**Job Title : Learning and Development and Organisational Development Manager**

**Ref: No. 2420**

Our Client is in the Financial Services Industry.

**Purpose**

To focus on the design, development and implementation of the Learning and Development (L&D) and Organisational Development (OD) programmes, with specific focus on learning in the business, and management of the Learning Practice. Develop a talent management strategy incorporating performance management and leadership development.

**Main Responsibilities (not limited to):**

- Focuses on the development and implementation of a learning strategy for the provision of learning through the creation of relevant, programmes, required technical and the general process training to ensure capability building.
- Manage the learning and Development department.
- Examines the needs of the business and identify the learning and training programmes that will meet these needs and produce measurable results.
- Develop and apply continuous improvement in Apprentice programs.
- Develop Learning Material for Printers.
- Develop Learning Material for Artisans.
- Collaborates with the business to source learning solutions and to facilitate the alignment of generic learning with business specific learning.
- Evaluate and measure the current learning provided by utilizing integrated and coherent measurements and evaluation techniques.
- Proactively Plan and implement Mandatory Occupational and Safety Training.
- Train Subject Matter Experts and train the Assessors.
- Manage the implementation of leadership development and learner management programs.
- Ensure coordination, completion and submission of the Work Skills Plan (WSP) and Annual Training Report (ATR) in line with business and SETA requirements and optimise skills development grants.
- Develop and implement the organisational development (OD) initiatives which links individuals to the company purpose and strategy, leadership development and employee engagement to foster a high-performance culture through continuous learning and improvement
- Develop Change Management Framework that guides consistent management of change across the business
- Conduct engagement surveys, analyze findings, develop action plan and drive the implementation of initiatives that support cultural and behavioral change



**The Preferred Candidate is likely to have:**

- Master's Degree in Industrial Psychology or Masters in Humanities or any relevant Master's degree or Doctorate.
- 8-10 years' experience in managing learning and development, organisational development and leadership development.

**Knowledge and Skills:**

- Development of training materials (SOPs, Work Instructions, Competency guides)
- Workplace Skills plan (WSP) and Annual Training Report (ATR)
- Change Management
- Competency Acquisition programmes
- Best practice organisation development principles and methodologies

Applications can be sent to [info@hashtaggroup.co.za](mailto:info@hashtaggroup.co.za). Reference 2420

**We are committed to equality, employment equity and diversity. Preference may be given, but is not limited to candidates from under represented designated groups. No application will be considered after the closing date, or if it does not comply with at least the minimum requirements.**

**Please note that correspondence will be limited to shortlisted applicants only. Should you not hear from us within 10 working days after the closing date, please consider your application unsuccessful. Prospective applicants must be willing to undergo a series of assessments and security clearance processes as prescribed by the Company.**