**Senior Learning and Development Manager**

**Role Profile**

We have an exciting new position tor a Senior Learning and Development Manager to Join By the Bridge with Cambian This excellent opportunity requires someone who is passionate and proactive in supporting business objectives and ambitious current and future growth plans.

Reporting into the Director of Quality and Service Improvement; You will be the main go to person across the business for Learning and Development with full responsibility for leading, delivering and evaluating the spectrum of Learning and Development for employee activities within the organisation and develop a creative staff engagement programme.

*By the Bridge with Cambian* is an innovative, dynamic, independent fostering organisation providing high quality foster care and services to children and their foster families. We aim to create an environment where people feel valued and can grow, develop and achieve their goals.  We work to ensure that By the Bridge with Cambian is a fun place to be, where people are treated fairly and rewarded well for the work that they do.

We are looking for someone who is innovative and creative with an ability to design e-learning courses and implement programmes that develops and encourages a continuous learning environment.

**Responsibilities**

* Ensure that By the Bridge with Cambian are meeting the expected indicators set out in the Fostering Regulations and National Minimum Standards through the implementation of suitable training and development programmes.
* Provider analytical reports as to the workforce’s strengths, opportunities, weaknesses and threats.
* Provide evaluation of workforce and implement people Learning and development strategy.
* Work in partnership with key stakeholders and Human Resources to evaluate the processes and procedures which support learning and development across the business, such as supervision, appraisal and performance management and develop strategy.
* Creating staff development and training programmes that are aligned with the business objectives.
* Working closely with various leaders across the organisation and having a full understanding of their training requirements.
* Embracing different styles of training techniques, including e-learning, tutorial sessions or coaching
* Having an awareness of the allocated budget and an ability to find solutions in order to implement the required training.
* Building relationships with third party training providers.
* Execute learning strategies and programs, Design and deliver e-learning courses, workshops and other trainings
* Help managers develop their team members through career pathing
* Track budgets and negotiate contracts
* Supervise and line manage other L&D managers with responsibility for foster parent training and therapeutic training to ensure a consistent L&D approach.

**Additional Responsibilities**

* To work in accordance with By the Bridge with Cambian policies and procedures.
* To lead by example and uphold and embody our values at all times, ensuring the protection of children is paramount.
* To contribute to organisational development initiatives as required.
* To adhere to responsibilities under health and safety legislation and policies
* To demonstrate a positive commitment to equalities and diversity.
* To contribute to building towards By the Bridge with Cambian culture.
* To report to the director of quality and service improvement.
* To undertake any other reasonable task as directed by the director of quality and service improvement.

The role involves travelling to regional branches, and participating in meetings with team members and other colleagues. Some meetings and L&D activates may also require travel of substantial distances and overnight stays away from home.

**Person Specification**

Essential

* Management, development and talent training
* Designing and supplying a variety of training styles
* Building relationships with external suppliers
* Managing budgets
* Managing people
* Qualified to degree, CIPD or CTP level, Social Work or equivalent
* Confident in both written and spoken communication with the ability to present to large audiences
* Organisational skills
* Familiarity with e-learning platforms and practices
* Ability to build rapport with employees and vendors

Desirable

* practice teaching award, post qualification award

**Professional development**

* The role holder will need to demonstrate awareness of relevant legal frameworks and legislation within the industry, taking personal responsibility for keeping this knowledge up to date to increase credibility.
* They should also take personal responsibility for sharing and maintaining a sound knowledge and understanding of current developments within the field, which demonstrates sufficient expertise to maintain registration as a Social Worker or with the relevant professional body.

**Please note:** This post is currently based at home. You must ensure that broadband of sufficient bandwidth is available in your existing home, or any home you subsequently move to, in order to enable you to carry out all your required duties from your home. You will be responsible for any installation and/or equipment costs.

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**Role Objectives**

* To identify alongside the directors, the specific workforce issues in the short/medium and long term for By the Bridge with Cambian. Support the regions and separate registrations to deliver the priorities of the By the Bridge with Cambian Workforce Strategy.
* To develop L&D to be signed off by the director of quality and service improvement an extensive catalogue of social care training modules. These modules can be used as introductions, refreshers or as part of a blended approach to advanced learning.
* Enable the workforce to meet regulatory requirements for qualifications and/or registration.
* To support the registered managers and Managing Director to prepare for registration and supporting knowledge/role of responsible individuals.
* To co-ordinate training and development opportunities. Take the lead in delivering on in-house on-boarding and training programmes for the staff and other internal and external workforce responsibilities. To support the FP L&D manager in their own learning as well as supporting and aiding the delivery of the FP training.
* Develop live training presentations and deliver these. Develop and deliver e-learning webinars to be used for the organisation. To effectively use e-Learning.
* To respond to workforce initiatives such as the apprentice scheme for care experienced adults, and to explore apprenticeship opportunities. To support the hosting of students and practice learning.
* Support outcome focussed care and support practice.
* To work with the quality improvement manager to deliver or commission bespoke programmes for the quality improvement team and for champion roles within the organisation.
* To work with the quality improvement manager to deliver champion groups. Facilitate and lead a number of these.
* To raise the profile of the social work sector, internally and externally. Ensure that social workers meet the expectations of their registrations for the role. To provide or commission the correct learning and development pathways to ensure that newly qualified social works maintain their registration, enhanced for the first 3 years in practice and high level for those post 3 years with pathways to senior practitioner and regional manager jobs.
* Support the training, development and qualifications of social care managers.