

Job Description

Job Title: People Development Manager

Responsible to: Chief People Officer

Responsibilities include:

- Develop and implement a comprehensive people development strategy aligned with business objectives and talent needs across manufacturing operations and professional functions.
- Design and deliver in-person and virtual training sessions tailored to business and employee needs.
- Lead on training needs analysis, determine and source appropriate development providers and oversee delivery of L&D initiatives.
- Design and oversee technical, soft skills, leadership, and compliance training programmes. Work closely with operational leaders and external training providers to ensure effective delivery.
- Design and deliver a robust induction process.
- Lead succession planning, career pathways, and development frameworks to identify and nurture high-potential employees.
- Champion continuous improvement in performance management processes, including goal setting, appraisals, and personal development plans
- Oversee apprenticeship schemes, graduate programmes, and internships, ensuring alignment with industry standards and local skills development initiatives.
- Support the development of initiatives that foster a culture of learning, inclusion, and continuous improvement.
- Embed coaching frameworks across the business and support managers in developing their teams effectively.
- Evaluate and implement learning technologies to improve learning accessibility and tracking.
- Manage the L&D budget and report on the ROI of development activities through KPIs and impact assessments.
- Positive approach to change
- Leading initiatives that support culture transformation, values embedding, and high-performance behaviours across the organisation.
- Use of creative learning techniques
- Creating inclusive learning environments and contributing to organisational strategies that promote employee wellbeing, engagement, and equity.
- Using data and feedback to measure programme success, drive continuous improvement, and inform future workforce capability plans
- Lead a small team of People Trainers to deliver operational learning and ensure consistency, quality, and alignment across all development activity.

Personnel Specification

Specification	Essential
Education and Work Experience	<ul style="list-style-type: none">• Proven experience in a People Development or L&D role, ideally within a manufacturing or technical/professional environment.• Experience designing and delivering training programmes across diverse functions.• Ability to build strong stakeholder relationships and influence at all levels.• Excellent project management and communication skills.• Familiarity with digital learning platforms and modern L&D practices.• CIPD qualified (Level 5 minimum) or equivalent experience.• Results driven with sound business judgment• Excellent written and verbal communication skills including presentations• Strong IT skills• Willing to undertake travel throughout the UK/Ireland and potentially abroad• Ability to work on own initiative but also as part of a team
Disposition	<ul style="list-style-type: none">• Highly motivated• Creative thinker• Ability to communicate and present effectively across all levels as a team player• Good organisational and time management skills, with the ability to prioritise effectively and work under pressure• Skilled at creating positive, collaborative relationships across teams and with stakeholders, fostering a cooperative and supportive work environment.• Has an agile approach to the role requirements and open to new challenges• Ability to work both within a team and unsupervised
Circumstances	<ul style="list-style-type: none">• Good attendance, timekeeping & disciplinary record• Full driving licence and access to a car• Prepared to travel when necessary• Right to work in the relevant jurisdiction