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| **ROLE PROFILE: Head of Learning & Leadership Development** | | SCI Logo |
| Position Title: | Head of Learning & Leadership Development |
| Position ID: | 702912882 |

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| **Team** | Talent & Learning | **Grade** | M4 |
| **Reports To (Title)** | Director of Talent & Learning | **Contract Length** | Permanent |
| **Location** | Any existing SCI office location | **Time-zone** | Any |
| **Languages** | Any | **Headcount** | 1 |

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| **Team and Job Purpose** |
| **Team purpose**  To develop and implement innovative talent and learning strategies that attract, select, and nurture diverse talent in alignment with the organisation’s strategic objectives, fostering a culture of continuous improvement and inclusivity while ensuring compliance with organisational policies and principles of equity. By overseeing global talent management, succession planning, performance management, and learning and development, the team ensures leadership continuity and organisational growth. Through evaluating the effectiveness of these programmes, the team drives continuous improvement, equipping all employees with the skills and knowledge necessary to contribute to an inclusive and supportive workplace.  **Role purpose**  To design and implement an innovative and impactful learning strategy and curriculum to build organisational and individual capabilities across global and country teams, ensuring all staff are equipped with the skills and knowledge to deliver exceptional results. This role drives best practices in learning and leadership development by fostering a culture of continuous learning and inclusivity. It contributes significantly to the organisation's mission by empowering staff to excel in their roles, promoting equity, and enhancing overall effectiveness. |

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| **Principal Accountabilities** |
| * Develop and maintains our learning and development strategy, frameworks and a curricula (including leadership, management mandatory training, personal effectiveness and other organisational capability areas) that are customisable and scalable and drive organisational capability * Collaborates with People Partners and other stakeholders to understand challengess and priorities, assess learning needs, create comprehensive learning plans, design interventions and ensure the execution of high-quality learning initiatives. * Designs global scalable solutions that can be effectively applied across our global operations using technology * Foster an inclusive and supportive learning environment by integrating diversity, equity, and inclusion principles into all training materials and methods . * Evaluate the effectiveness of learning interventions through regular feedback, monitoring, and reporting, ensuring continuous improvement and alignment with organisational goals. * Manage a team of L+D specialists, providing mentorship, coaching and direction to ensure the successful delivery the organisational learning strategy and role modelling the global standards to capability building experts outside the team. * Champion the development of cultural competence within the organisation by promoting awareness, understanding, and respect for diverse cultural perspectives in all learning initiatives . |

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| **Budget** |
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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: 2  Manager of a team: Yes  Team Manager (manager of multiple teams): No |

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| **Size of Remit** |
| Global |

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| **Travel Requirements** |
| International travel required: Yes  Percentage of required for travel: Less than 5% |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)  Regional Director, Country Directors, People Partners, Country HR teams.  **External**  External suppliers |

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| **Competencies** |
| Cluster: Leading  Competency: Leading and inspiring others  Level: Leading Edge  Behavioural Indicator: Inspires people to reach the highest standards of performance and to feel a sense of pride in belonging to the organisation.  Cluster: Leading  Competency: Delivering results  Level: Accomplished  Behavioural Indicator: Creates and applies measures and metrics to track performance.  Cluster: Thinking  Competency: Problem solving and decision making  Level: Leading Edge  Behavioural Indicator: Explores and analyses external trends and their potential impact on strategic choices.  Cluster: Thinking  Competency: Innovating and adapting  Level: Accomplished  Behavioural Indicator: Demonstrates flexibility in following processes and procedures while remaining true to the organisation’s values.  Cluster: Engaging  Competency: Working effectively with others  Level: Leading Edge  Behavioural Indicator: Creates an environment which promotes diversity and does not tolerate discrimination.  Cluster: Engaging  Competency: Communicating with impact  Level: Accomplished  Behavioural Indicator: Conveys complex issues with clarity, brevity, and confidence. |

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| **Experience and Skills** |
| **Essential**   1. Extensive Experience in Learning and Development: Proven track record in leading the full life cycle of learning and development at scale 2. Significant experience: In best practice and thought leadership across learning and devleopment, including leadership and management development, learning theories, and future focused learning design 3. Significant experience: In fostering inclusive learning environments and championing diversity, equity, and inclusion within an organization 4. Significant experiene in working with senior leaders and other key stakeholders to align and priorotise learning initiatives with organisaitonal goals. 5. Significant experience in instructional design - designing, developing, and delivering blended learning solutions using an agile approach. 6. Significant experience : In innovative learning design and implementation tools and technologies 7. Strategic Thinking: Ability to set ambitious and challenging goals for oneself and for the team, being future-oriented and thinking on a global scale. Proven ability to create implementable strategies from complex requirements 8. Prioritisation - Ability to balance competing and conflicting priorities, and make decisions aligned to overall strategy 9. Creativity and Innovation: Capacity to develop and encourage new and innovative solutions, while willing to take disciplined risks. 10. Leadership: Demonstrates strong leadership abilities, relatable and easy to talk to, and an approachable team leader who can motivate and support others. 11. Global Mindset : Substantial experience working in a global organisation implementing solutions across multi-markets.   **Desirable**   * Coaching and Mentoring: Strong skills in coaching and mentoring leaders at various levels. |

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| **Education and Qualifications** |
| **Essential**  **Desirable**   * Recognised HR Qualification with emphasis on learning desirable but not essential |

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| **Safeguarding** |
| We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.  Level 1: A basic criminal record background (DBS) check is required/equivalent police record check. |

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| **Diversity, Equity and Inclusion and Equal Opportunities** |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.    We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.    Reasonable adjustments will be made should any candidate invited to interview require this. |

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| **Version Control and Approval** | | | | |
| Version | Date | Author | Reviewer | Approver |
| 3 | 20/9/24 |  | Ish |  |