

JOB TITLE: Learning and Development Manager

REPORTS TO: Supt: Head of Academy
Department Learning and Development
Strand People Services



1. JOB SUMMARY

JOB PURPOSE:

To lead the Training Delivery Team to develop or commission, deliver and monitor an innovative, cost effective learning and development framework which ensures that the Force has the capability needed, both now and longer term, to meet the needs of the Merseyside community.

KEY ACCOUNTABILITIES:

Create A Learning Framework: Leads the Training Managers to build a learning framework (curriculum of courses supported by a range of development opportunities) to fulfil the learning needs analysis and the organisational requirements identified for now and to ensure Merseyside Police Force is able to fulfil community needs in the future.

Source Innovative Solutions: Lead and monitor collaboration with all the relevant L&D institutions and providers to generate innovation and efficiencies in the creation and delivery of learning solutions which meet or exceed accreditation standards.

Maximise Learning Impact: Embed a continuous review cycle, ensuring that all development resources are reviewed in line with the respected L&D models (e.g. Kirkpatrick), so that outcomes are achieved, and maximum is gained from the investment in learning.

Evidence Based People Service: Specify and share Learning and Development related data and analytics to enable managers and the people services team to ensure that the Force uses evidence to create a culture of decisions based on cost effectiveness, transparency and fairness through evidence.

Technological Engagement: Continuously review current technology and data capture to identify ways in which the Academy can capitalise on digital/modern practices to enhance learning and development.

Team Leadership: Ensure that all the members of Learning and Development Team are led and supported to perform in role and deliver to their potential.

The Academy Leadership Team: Operate as a member of the Academy Leadership team ensuring full integration of thinking and actions to deliver the annual budgeted business plan.

SCALE & SCOPE:

Influence: Commission or Delivery of learning and development for all force employees.
Commissioned to run programmes on behalf of other Forces/Organisations

Key Relationships: Capability, Leadership and Talent Lead, Assessment and Accreditation Manager

Financial: Delivery of curriculum within agreed spend (circa £4m) **Direct Reports:** 5 **Team Size:** 105

JOB TITLE: Learning and Development Manager



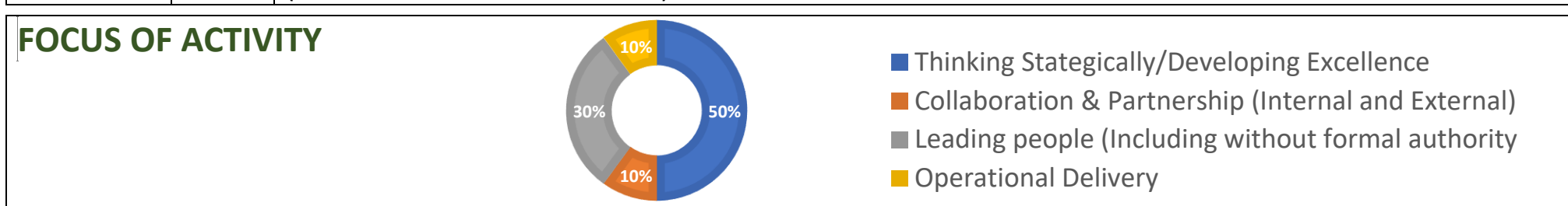
2. PERSON SPECIFICATION (Capability equivalent to CIPD Fellow)

Knowledge	Skills	Experience
<p>Contemporary People Practice: How to build future organisation and sector capability.</p> <p>Evidence Based Practice: How to build organisation capability and systems to enable evidence-based practice</p> <p>Digital working: How technology will influence future workforce needs.</p> <p>Learning and Development:</p> <p>(1) How to use current and future digital technologies as part of the learning strategy to create value for your organisation.</p> <p>(2) How to define the strategy, policy, governance and legal requirements for content creation to support organisation learning and strategic goals.</p>	<p>Valuing People: Promote and encourage career-long learning to build organisation capability and benefit society.</p> <p>Working Inclusively: Broker collaborations across and outside organisations to progress shared agendas.</p> <p>Passion for Learning: Visibly role-model your own continuous professional development and promote a learning culture.</p>	<p>Senior leadership experience in shaping an innovative, proactive and responsive service supporting the learning, teaching and development needs of employees.</p> <p>Substantive experience in creating a development framework using a diverse range of learning resources.</p> <p>Demonstrable experience of embedding the full learning and development cycle and making changes to enhance outcomes and cost efficiencies.</p>
Does this job require PACE powers?		No

JUST LEADERSHIP FRAMEWORK



CVF Level:	3	(Link back to national standards)
------------	---	-----------------------------------



Job description for	(Learning and Development Manager)	Created on	03082021
---------------------	------------------------------------	------------	----------