

Head of Learning & Development

Department: Human Resources
Location: 50 Featherstone Street, EC1Y 8RT
Reports To: Group HR Director
Hours: Full Time (37.5hrs)

The Head of Learning & Development will lead the Learning, Leadership and Talent Development function to support the design and delivery of regional talent priorities and business specific solutions within YouGov.

With the recent creation of the Learning & Development function for the global business, the Head of Learning & Development will manage a number of sub-functions including Learning, Leadership Development and Diversity & Inclusion.

This is an excellent opportunity to own the Learning & Development function for a well-respected global business and to build an internal L&D team, providing high quality, relevant and bespoke training & development programmes for an international brand.

Responsibilities:

- Work with Business Leaders, the Head of Talent and the global HR team to ensure the capabilities and deliverables of the talent function are aligned and support business, people and performance objectives.
- The creation of a global L&D function and team.
- Provide thought leadership, design and delivery of the core capabilities of the learning and development team.
- Development and coaching of identified talent and senior leaders through talent and career conversations.
- Manage the overall implementation of a global e-learning platform.
- Work with the Head of Talent on the design and implementation of talent management processes including talent and succession planning, organisational design and employee engagement.
- Design and delivery of core learning (including compliance and regulatory training), career development and executive support services.
- Implement the strategic priorities of the L&D function.
- Create the overall strategic plan for the L&D function.

Overall Skills, Capabilities and Knowledge Required:

- Experience of owning and building an L&D function in a high growth environment.
- Demonstrable leadership of the production of the business case and delivery of significant cross regional initiatives which have proven value to the business.
- Ability to influence a wide number of senior stakeholders both within the region and globally
- Experience of operating in a highly matrixed global environment
- Strong commercial and execution focus.
- Strong experience in coaching senior management and providing leadership development and support.
- A high degree of self-awareness and judgement, and ability to take a personal stand on issues when required.
- A strong communicator, both in writing and spoken communications.
- Ability to work autonomously and build and manage a best practice L&D function.
- Strong team leadership capabilities and experience.

Leadership Development & Learning Functional Experience:

- Knowledge of a wide range of leadership, coaching and team models and practical experience of their implementation in a complex environment.
- Understanding of the entire Talent Life Cycle, from initial hiring to senior leader development and the key processes and governance within the cycle.
- Experience of designing and delivering a variety of learning, leadership development, talent and OD solutions.