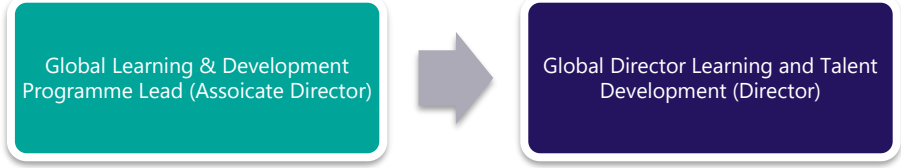


BURO HAPPOLD

Job title	Global Learning & Development Programme Lead
Grade and fit within team structure	Associate Director
Team	Learning and Development (HR)
Business unit	Global Business Services
Location	Bath or London (Hybrid working with a min of 2 days per week).
Reporting line	
Team structure	This role reports to a Global Director Learning and Talent Development (Director) and manages two direct reports. It also interfaces with other members of the Global L&D teams and broader HR Team.
Your support	Formal and informal learning and support will be provided by your line manger and the broader team.

Role overview

What's the purpose of the role?

We are committed to creating an inclusive learning environment that enables individual growth and performance to support a successful, high performing Buro Happold.

The purpose of this role is to provide L&D leadership to a broad range of stakeholders across the globe, enabling them to respond to the continuing evolution of our business and help grow our people to deliver our strategy.

This is a hybrid role combining office and home working. You will need to be within reach of one our main offices in the UK and will be willing to travel nationally and internationally as required to lead L&D programmes.

What will success look like?

Success in this role will involve the delivery of Buro Happold's strategic learning and development priorities (aligned to our strategy and people plan) including; effective collaboration with our internal stakeholders and external consultants, to design and deliver inspiring learning solutions that empower and engage our people globally.

We will support you to meet your professional goals, respecting your ideas and fostering your creativity, collaboration and innovation.

Above all, a strategic mindset and passion for people development are key to excelling in this role. Ideally you will also have hands on experience partnering with technical experts in a comparable context (e.g. engineering, tech, R&D, et al.) and be adept with the full learning cycle.

What will you be doing...

A detailed overview of your responsibilities is as follows...

Whilst the role will be extremely varied, with no two days the same, typical activities are expected to include:

- Leading on global learning and development initiatives and programmes that meet strategic goals and priorities.
- Accountability of all cross-discipline learning offerings and budget globally, ensuring that they are delivered to the highest quality, maximising their impact.
- Leading development initiatives for emerging global leaders, supporting high potential development and future role fulfilment.
- Collaborating with external L&D providers to ensure quality initiatives are designed in line with strategic priorities.
- Partnering with business leaders and teams to provide consultancy and advice on achieving business results through L&D initiatives.
- Evaluating the success and impact of learning and talent development initiatives, providing data and insights that achieve individual and business growth.
- Support the ongoing implementation of the learning and talent strategy, ensuring that it is developing in alignment with the overall strategic goals and priorities.
- Managing the L&D Coordinator(s) responsible for the end-to-end programme management of cross disciplinary learning offerings.

More about you...

Experience & Qualifications

As a global L&D programme lead, it is expected that you can demonstrate the following:

- Excellent planning and communication skills with the ability to influence at all levels of the organisation to demonstrate the value of learning and talent development.
- Proven experience in managing team coordinators ensuring high standards of programme management and learning operation are maintained.

- Able to work with SMEs to create engaging and impactful learning experiences.
- Commercially aware with experience of setting and managing budgets.
- Experience working with a Learning Experience Platform/Learning Management System (ideally in a global organisation).
- Up to date knowledge of new approaches to learning – including the latest thinking in digital learning methodologies.
- The ability to learn and adapt at pace in order to provide ideas and solutions across diverse contexts and stakeholder groups.
- Some flexibility with regard to working hours and travel to accommodate a global L&D team, stakeholders and L&D programmes when required (this is likely to be required a few times each year only).

Style & Behaviours

- Being a visible leader that drives strategic engagement with the business by providing consultancy advice on learning that supports individual, team and organisational performance.
- Develops strong relationships with key stakeholders, challenge decisions and provide alternative solutions
- Connect and collaborate with other areas of global business services, support and the wider business.
- Propose multiple creative solutions to challenges, articulating the benefits while taking into consideration other business services and wider business requirements of proposed solutions.
- Produce reports and presentations to an excellent standard with a high level of accuracy and in a timely manner.
- Strive to increase own digital and data skills and keep ahead of technological trends in specialisms.
- Ensure maintenance of ongoing learning and Continuing Professional Development (CPD) and widely share knowledge as necessary.