



Learning & Development Specialist

job description



the finer details

Which site am I based at?

Acorn House

Which team am I a part of?

HR

Who do I report to?

Head of Learning and development

Who do I look after?

N/A

Team size?

N/A

Do you have responsibility for a budget?

Assigned L&D budget

the purpose of your role

Taking into account all ability needs, this role is critical in delivering a broader learning offer to Yeo Valley that enables employees to develop personally and professionally

This role will focus upon design, and facilitation of high-impact learning experiences that support our business needs while ensuring every co-owner has the chance to develop, grow, and succeed.

You will play a key role in supporting our Passionate People agenda by focusing on employee development.

Key responsibilities:

- ♥ **Owning the full learning cycle** – Lead the end-to-end learning process, from identifying business and co-owner needs to designing engaging learning experiences, delivering impactful
- ♥ **Consulting with People partners** – Work closely with People Partners and key stakeholders to embed learning solutions that drive Yeo Valley culture transformation into a purpose-led co-owner business
- ♥ **Developing Blended Learning Pathways** – Design and implement structured learning pathways that combine digital, social and face-to-face learning, ensuring accountability for Quality and impact
- ♥ **Leading our learning sustainability offer** – Drive the digital learning strategy for sustainability and responsible business, ensuring co-owners are upskilled in our Impacts and aligned to our sustainability goals
- ♥ **Maximising Learning Technologies** – Leverage our Learning Experience Platform and other digital tools to create engaging, role-relevant and accessible learning journeys
- ♥ **Supporting the Growth of Internal Expertise** – Provide coaching, mentoring to enable co-owners to develop their skills and contribute to our learning ecosystem
- ♥ **Championing Learning Innovation** – Stay ahead of industry terms, explore new methodologies and pilot innovative learning solutions to evolve our learning offer continuously
- ♥ **Using data and insights** to measure learning impact and continuously improve our approach
- ♥ **Conducting an annual LNA** for all the Specific areas of the business assigned

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qualifications & experience

what good looks like for this role

Essential:

- ♥ Design and facilitation of learning interventions in a manufacturing, multi-site organisation
- ♥ Strong coaching skills
- ♥ Ability to demonstrate credibility within the organisation
- ♥ Ability to communicate effectively and build relationships at all levels
- ♥ Prior experience in training delivery to include power and technical skill workshops.
- ♥ Experience of using LMS and LXPs
- ♥ Experience of learning Authoring tools, video and podcast creation
- ♥ Proven experience of Measuring training effectiveness and return on investment

HR use

Date of last review:

Job reference no:

Job level:

Job family:

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