

People Development Manager

Location North East | **Salary** Competitive salary plus benefits

Overview

Our client is a well-established, multi-disciplinary organisation based in Newcastle. Known for its forward-thinking culture and collaborative approach, the business is looking to appoint a permanent People Development Manager.

This role will support the company's aim to build a culture of continuous learning and create an environment where employees can develop and thrive. Working closely with the CEO and leadership team, the position will help coordinate and deliver people development activities, ensuring employees have access to high-quality learning opportunities and clear development pathways.

Job Description

The post holder will:

- Be proactive, creative, taking an evidence based approach, working collaboratively with the business to implement people and talent development initiatives that are effective, future focused and take a whole system approach.
- Support the development of a best in class People Development agenda through effective Talent Identification, Planning and Management.
- Have experience in coordinating, developing and implementing Talent and Learning programmes.
- Support managers in creating meaningful development plans for their teams.
- Use expertise and influence to drive a learning culture, working with the leadership team to define current and future capability needs of the organisation.
- Maintain training records and monitor participation and engagement.
- Support initiatives that strengthen employee engagement, wellbeing and inclusion.
- Be able to develop effective and long-term working relationships with universities, colleges and external partners.

Person Specification

The successful candidate will:

- Have proven experience in talent, learning and development.
- Have the flexibility to manage multiple priorities and balance advisory and administrative activity.
- Be an excellent communicator with the ability to build effective relationships at all levels.
- Be passionate, proactive and committed to continuous improvement.

The organisation is considering applicants who already have relevant experience at the Business Partner/ Manager level, alongside those with the capability and ambition to develop into the role.

The role offers a competitive salary based on experience plus benefits. Hybrid working is available.

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