Job Description

Job title: Talent Development Manager
Department: HR
Jurisdiction: Jersey

Purpose of the role
The Talent Development Manager is responsible for the planning, design and delivery of the learning and development activities across the whole firm, which include junior training, such as the Channel Islands Trainee Solicitor Scheme, Partner Development programs and a full range of soft skills learning programmes developed under the Ogier Academy structure.

Key Responsibilities
- Lead the development of all soft skills training, including career development activities to support our talent management
- Work alongside the Technical Training Manager and team to support all new starter onboarding and induction activity.
- Design and delivery of all soft skills development programmes in conjunction with the Business Service Directors and relevant external suppliers, monitoring agreed SLA's and quality of outputs.
- Provide consultancy/diagnosis of training needs within any part of the business, acting as development expert and delivering specific pieces of work globally.
- Leading and managing the England and Wales Trainee Solicitor training programme across the Channel Islands.
- Design and delivery of the senior fee earner and Partner Development programmes in conjunction with the HR Director, to support the Group Progression Plan.
- Contribute towards the business as a whole in identifying process improvements, improvements in policies and procedures and any other service innovation changes that would improve the client experience.

Competencies
- Experience of operating in a training role within a Professional Services/FS environment.
- Business partner approach to identifying organisational training needs.
- Ideally a broad HR background/understanding as well as a soft skills training specialist.
- Good track record of delivering soft skills training personally and through the use of external suppliers.
- Pragmatist - any training must fit with the challenges of a fee-earning environment.

Contact
To apply for this role please send your CV to recruitment@ogier.com

Regulatory information can be found at ogier.com