

LEARNING & DEVELOPMENT

Learning and development is essential for employee personal and professional growth and ensures staff can continue performing alongside business changes, visions and goals. This includes the training of knowledge, skills and attitudes.

Learning and development often forms part of a talent management strategy, with HR responsible for identifying skill gaps, training requirements and career development needs. This can be done through SMART objectives, one-to-one meetings and detailed conversations with managers and business leaders.

Staffgroup understand the skills and experience required for individuals to thrive within this area. We vet candidates in great detail, looking at qualifications, experience and soft skills.

We appreciate successful Learning and Development candidates need to have clear knowledge and understanding of a business organisation structure, design and development. They need to be assured of managing budgets and have a clear understanding of training ROI to deliver cost-effective solutions. This includes appreciating a wide range of learnings including:

- **Technical or Technology Training**
- **Quality Training**
- **Skills Training**
- **Soft Skills Training**
- **Professional Training**
- **Legal Training**
- **Team Training**
- **Managerial Training**
- **Safety Training**

Roles we recruit for:

- Head of Learning and Development
- L&D Manager or Specialist
- E-Learning Specialist



The world is evolving at pace, e-learning is becoming much more popular and technology is changing skill requirements across a wealth of industries. Learning and Development professionals need to have strong change management skills, stay up to date with the latest technology developments and be computer savvy.

Finally, and perhaps most importantly, we analyse Learning & Development candidates' communication skills and experience. Communication skills are essential to succeed in training and development: delivering presentations, giving instructions and collaborating with colleagues are key responsibilities. Strong communication - along with the skills above - allow individuals to transform learning and development to impact future business success.