

# come and work with us



## L&D Specialist

### The Role:

We're looking for an L&D professional who is able to shape L&D strategy and deal with the detail. In this stand-alone role you'll be responsible for leading and implementing the L&D strategy in line with our high performance ambitions at every level throughout the business. You'll be working collaboratively with key Stakeholders to encourage and promote a sustainable learning culture. If you're the type of person who enjoys big picture thinking, working with teams and delivering L&D projects, then we'd like to hear from you.

### Key Responsibilities:

Leading on the design and implementation of our L&D strategy in line with our High Performance Culture ambitions

Lead the succession planning and talent management processes by coaching and advising managers at all levels

Identify future competency and skill requirements for all departments and prioritise L&D to meet business needs and demands

Design creative, engaging and fun L&D programmes to increase our workforce capabilities and strengthen our employer brand

Undertake learning needs analysis in collaboration with our key stakeholders to ensure the right L&D requirements are identified

Work in collaboration with key stakeholders to actively encourage colleagues to be the best they can be

Ensure development targets and objectives are set and met

Develop L&D programmes that satisfy operational needs in a delivery led and solutions focused business

Providing coaching and insight at all levels including site based operatives up to board level to motivate and enhance performance in order to improve retention, encourage internal promotions and drive engagement

Undertake L&D evaluation to demonstrate value and impact

Create a preferred supplier list for training and learning providers and assess their performance

### Person Specification:

The successful candidate is likely to meet all of the following criteria:

Relevant L&D qualification and coaching qualification (minimum level 5 CIPD/ILM)  
Experience in either learning & development, leadership development, talent management (or a combination) in a sizable organisation in the construction / civil engineering

Experience of working in L&D in support of high performance

Track record of successful talent program design and implementation

Ability to work independently and as part of a team in a fast-paced and diverse environment

A self-motivator and someone who is ready to challenge in the interest of continuous improvement

Ability to quickly understand the key drivers of success for the business and rapidly establish credibility at the coal face and throughout all levels of the company

# come and work with us



Must have up to date L&D knowledge  
Experience of managing successful L&D projects including customer/stakeholder relationship management skills  
Willing to travel across the UK  
Demonstrate personal accountability when striving for results, whilst consistently role-modelling core behaviours  
Highly proficient in the use of Microsoft Office Packages  
Strong attention to detail  
Good organisational skills and the ability to work under pressure

## Benefits:

As well as offering a competitive salary, remuneration for this role includes flexible benefits, which provides a range of guaranteed benefits including but not limited to:

- 5% Company pension contribution
- Company car/car allowance
- Life Assurance at 2 x notional salary
- Single persons private medical cover
- Permanent Health Cover

## About Barhale:

Barhale is one of the largest privately owned infrastructure specialists in the UK and was originally formed in 1980 as a specialist tunnelling contractor diversifying over the years into various civil engineering areas. Barhale works UK-wide across the water, transport, energy and developer services sectors providing design, construction and maintenance services under long-term contracts, with blue-chip public, regulated and private clients. The company employs over 600 people in the UK, has an annual turnover of £120m and a distinctive set of values that are fundamental to our approach to business sustainability.

Our business activity is carried out for the following principal sectors:

**Water:** Civil Engineering, Tunnelling, Pipelines and Utilities

**Transport:** Rail, Aviation, Waterways, Highways and Bridges

**Energy:** Power Generation, Power Transmission and Distribution, Waste

**Developer Services:** Civil Engineering across private sector developers UK wide

**Specialist Businesses:** Tunnelling, Mechanical and Electrical and Barhale Construction Services (BCS Group)

## How to Apply:

Please send your current CV and covering email outlining your suitability for the role and quoting the reference number to [careers@barhale.co.uk](mailto:careers@barhale.co.uk).

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favourable treatment on the grounds of sex, pregnancy or maternity, gender re-assignment, sexual orientation, religion or belief, marriage or civil partnership, age, race or disability. All information will remain confidential to Barhale and will be handled in accordance with the requirements of the Data Protection Act.