



Learning and Development Advisor

The Role:

This role will be to work closely with management teams to promote and help develop the technical and professional capability within the Company.

Key Responsibilities:

- Advise managers and their teams on the most appropriate learning and development programme to meet the regional / business unit requirement.
- Harness technology, best practices, and modern ways of thinking in the design and development of policies, processes, learning tools and frameworks
- Responsible for our mentoring programme including providing training as and when required
- Support our early careers programme and ensure graduate and apprentice development plans remain on track and that all associated documentation is up to date.
- Responsible for the monitoring, evaluating, and reporting of learning throughout the Company to demonstrate value and impact
- Assist in the design and implementation of talent programmes and succession planning processes
- Support the development of technical and professional competencies by working with our technical and operational teams
- Lead the Company's annual appraisal programme
- Source third-party training providers and regularly review their service to ensure delivery efficiency and a high-quality service
- Provide L&D quarterly updates via a newsletter to ensure that the Company is aware of any new development initiatives and share good news stories.

Key Relationships:

- Head of HR
- Barhale Operations Management

Person Specification:

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

- Strong interpersonal skills and the ability to effectively communicate with a wide range of individuals
- Good presentation skills
- Excellent organisation and time management skills with a focus on delivering results
- Excellent communication skills

Knowledge and Experience

- Maintains knowledge of best practices and innovative ways of working
- Previous experience in developing Graduates and/or Apprentices
- Previous learning and development advisory experience
- Experience in creating training materials
- Experience in delivering learning

come and work with us



- Experience in the development of training programmes

Benefits:

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

- 5% Company pension contribution
- Life Assurance at 2 x notional salary
- Single person's private medical cover
- Permanent Health Cover

About Barhale:

Barhale is one of the largest privately-owned civil engineering and infrastructure specialists with 40 years of experience working UK-wide across the water, transport, built environment and energy sectors. Founded by our Chairman, Dennis Curran in 1980, the group was originally set up as a specialist tunnelling contractor. Whilst we retain our tunnelling roots, repeated success in several sectors of the construction industry has enabled us to expand our skillset and become one of the largest privately-owned infrastructure specialists in the UK.

What we do

We provide design, construction, and maintenance services to the following sectors.

- Water
- Transport
- Energy
- Built Environment

We also possess a range of specialist skills to support our civil engineering and infrastructure activities including

- Tunnelling
- MEICA capabilities
- In-house design
- A steel-fabrication and supply subsidiary (BCS Group)

Who we are?

Barhale operates as a tier-1 partner for blue-chip, regulated, and private clients. We work as part of large frameworks, joint ventures, and alliances, as well as on individual projects developing long-standing relationships based on Trust, Integrity and Pride.

Our People

We employ a direct workforce of over 800 employees nationwide. We recognise that our business is only as good as the people we employ, which is why we value them so highly and invest in regular training and development, utilising our dedicated training facility in Walsall.

How to apply:

careers@barhale.co.uk