



At Cabot, we pride ourselves on being the best at what we do and we recognise that it's the people that make the difference to any organisation. So, are you ready for a new challenge?! As we are on the lookout for a Management Development Manager to join our Learning & Development department.

This role will be home based for the foreseeable future and then will be part home based and part office based in line with business needs. We have offices throughout the UK so the role could be based from Kent, Worthing, Telford, Hull, Saltcoats or Glasgow.

Not heard of us? Here's our story:

Cabot Credit Management is a market leader in credit management services. We are an award winning, Investors in People Gold accredited organisation and we are passionate about the ethical treatment of our customers and employees. Our mission is to create pathways to economic freedom and our vision is to make credit accessible by partnering with our consumers to restore their financial health.

Things you should know:

The role will support and influence a company-wide Leadership and Management Development curriculum.

Some of the key responsibilities include:

- Work with the Head of Talent & Development to create and shape our Management Development Framework including the build and maintenance of an Induction Framework, with specific focus initially on Team Leaders and Team Managers
- Create appropriate learning interventions that aligns front-line teams and their leadership teams to create a consistent offering
- Support the design of both behavioural and management development programmes
- Support and identify the development needs of the management and leadership population and create a range of interventions designed to build leadership capability
- Work with HR team, management teams and expert third parties to implement training and development activity that is relevant, appropriate and cost effective, delivering a clear ROI
- Liaise with Operational stakeholders to support client based management development deliverables

- Liaise with external organisations and awarding bodies to benchmark training and development
- Develop meaningful business relationships with internal stakeholders and external vendors to cascade leadership and management development strategy and build credibility as a SME
- Represent the function, where required, on key strategic projects – recommending learning solutions aligned to business needs
- Research, needs analysis, sourcing and the development of (internal/external) content, products and services that meet the needs of the organisation focused on management development.
- Drive and contribute to all phases of the design process including needs assessment, design, development, implementation and evaluation of learning initiatives
- Focus on building the coaching capability of our leaders and managers in our business in order to support all colleagues' development

The fun facts:

Not only are we offering a competitive salary of £40-45k and a fantastic bonus scheme, you will also be entitled to loads of great benefits such as 25 days holiday plus all bank holidays, discount and cash back on hundreds of high-street shops, private health insurance, healthcare cash back plan, travel insurance, pension, flexible hybrid working plus much, much more.

Things we need from you:

- Demonstrated competence in facilitation of management development
- Proven track record of delivering results within a commercially focused L&D role within a financial services environment
- Inspiring communicator, with experience in delivering and facilitating learning workshops
- Previous experience of managing a team and working cross-functionally
- Experience of enabling team development
- Strong project and stakeholder management
- Experience of psychometric profiling and conducting capability assessments
- Excellent planning and organisation skills
- Customer focused, pragmatic approach
- Commercially aware and possessing sound business acumen
- Computer literate with good knowledge of Microsoft Office
- Thrives in a fast paced, results-oriented environment requiring a high degree of flexibility and resilience whilst retaining business disciplines.

What happens next?

If this sounds like you and if you would like to join our rapidly expanding company that offers excellent career progression, then we would love to hear from you! We are looking for people to interview via video and join us asap.

Diversity and inclusion are very important to us at Cabot and we value a multitude of diverse talent within our business. We want everyone to be themselves at work and encourage a culture that



includes everyone. Our policies ensure that every candidate and employee are treated fairly and with equal opportunities.

***At Cabot we are highly regulated by our clients, as such, any successful candidates will have to undergo a basic credit check and criminal background check. Please note that we are unable to proceed to interview stage if a CCJ, IVA or Bankruptcy appears on a credit file, or if you do not have full right to work in the UK – we are unfortunately unable to offer sponsorship.*



We care



We find a better way



We are inclusive and collaborative