



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 Talent and Development Manager to join our Talent and Development department!

Do you want to use your extensive management experience to develop others? Do you want an opportunity to contribute and influence a new learning philosophy in our organisation? If so, this could be the opportunity you are looking for to develop your career!

We have offices throughout the UK in London, Kent, Worthing, Hull, Glasgow, Saltcoats, Telford, Shrewsbury and Bolton – we are happy for this role to be based at any of our offices and it will be part home based and part office based in line with our hybrid working model.

**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:**

This role is to support and influence a company-wide Leadership and Management Development curriculum. Support the Head of T&D with the development and delivery of management Induction and training in the organisation. Perform analysis on management colleagues to develop and implement appropriate solutions that meet business development and performance improvements.

Some of the key responsibilities include:

- Work with the Head of T&D 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
- 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.
- Liaise with Operational stakeholders to support client based management development deliverables within our organisation including the management of associated roles linked to these activities.

### **The fun facts:**

Not only are we offering a competitive salary of £35-45k DOE and a fantastic bonus scheme, you will also be entitled to loads of great benefits such as 23 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, on site health checks plus much, much more.

### **Things we need from you:**

- Demonstrated competence in facilitation of talent development
- Previous experience of working with and influencing senior key stakeholders
- Oversight and lead of learning projects managing it from start to finish, evidencing results
- Experience of enabling team development
- Thrives in a fast paced, results-oriented environment requiring a high degree of flexibility and resilience whilst retaining business disciplines.

### **What happens next?**

This exciting opportunity to join our newly formed Talent & Development leadership team to support the learning & development needs of our leaders and managers. We are at the start of our exciting transformation journey and looking for someone who will bring a fresh perspective and new dynamic to our group. You will be working with industry experts and supporting people development projects whilst developing and designing solutions that will allow our business to learn and grow. We are looking for people to interview now 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