

ROLE PROFILE

Job Title: Learning and Career Development Lead Location: London

Reports to: Head of Employee Experience Division/Dept: Group HR > Employee Experience

Summary of the Role's Main Purpose

This is a newly created role for a dynamic, passionate and forward-thinking Learning and Career Development expert to make a significant impact. As a key part of our HR team, the successful candidate will partner with internal and external stakeholders to lead, design and implement innovative learning and development approaches at SEGRO. The scope of the role is broad, including both strategy and delivery, and encompassing development for current and future leaders as well fostering a culture of continuous learning and career growth for all, enabling scope for transformative change and impact.

Principle Accountabilities

- Collaborate with colleagues across the HR team and broader business to identify the current and future capabilities needed, to enable SEGRO's growth and competitive advantage.
- Assess SEGRO's current skill levels versus the current and future capabilities identified to create and execute a global L&D strategy aligned to our business goals, cultural values and technology-enabled aspiration.
- Develop a forward-thinking global learning and development strategy that addresses current and future capability needs. This includes development for:
 - Colleagues new to SEGRO.
 - Current and future leaders.
 - New and established people managers.
 - All colleagues in thinking about their personal and career development - aligning the L&D offering to clear career development pathways – helping to foster a culture of continuous learning and career growth.
 - Core skills, capabilities and expertise needed to deliver SEGRO's business strategy – for example, change management, customer development, sustainability.
- Build and lead relationships with external partners – including coaches and content development partners – to develop holistic and integrated learning experiences that create impactful and enjoyable learning experiences tied to the business outcomes above.
- Curate and deploy existing learning solutions, or design new ones, that tackle these needs.
- Ensure the effective use of multi-modal learning solutions, including facilitated solutions such as workshops, digital learning, and virtual classrooms.
- Continuously assess and refine initiatives and programmes based on feedback, business impact and emerging trends.
- Globally promote and communicate the L&D offering, driving awareness and uptake of the solutions available.

- Drive the creation of an L&D tech roadmap that adapts to fuel the L&D strategy as it evolves.
 - Partner with colleagues across HR, Technology & Transformation and the broader business to lead the implementation of new learning technologies (for example an LMS and internal career marketplace).
 - Engage with external partners and industry bodies to stay ahead of industry trends in learning, tools, technology, and leadership – making proactive recommendations on how to continuously improve and innovate the L&D offering and strategy.
 - Define and track key performance indicators (KPIs) to assess the effectiveness, impact, and return on investment of the L&D offering.
 - Manage the L&D budget, ensuring cost-effective resource allocation while maintaining high-quality learning solutions.
 - Act as a consultant and advisor to colleagues across the HR team and the broader business on optimal ways to leverage learning and development as a means of driving business and personal impact.
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Core Areas of Knowledge, Skills & Experience

- Strategic thinking: Aligning L&D strategy with business strategy, supporting growth, scalability, and adaptation to market changes.
 - Commercial, stakeholder-centric mindset: Delivering solutions that align with stakeholder needs, to meet specific demands and projects.
 - Communication and stakeholder management: Exceptional verbal and written communication, skilled in building and maintaining relationships both across an organisation and also with strategic partners externally
 - Learning programme design and development: Expertise in creating effective and engaging global learning experiences, designing and developing content across a range of learning modalities.
 - Technology proficiency: Familiar with the latest L&D technology trends, leading complex digital ecosystems.
 - Commercial and data led: Identifying and driving L&D value and return on investment through data and insight, with the ability to tell compelling stories.
 - Budget and resource management: Cost conscious while maintaining quality, expertise in sourcing and managing third party suppliers
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Special Job Requirements

Infrequent travel to our regional and/or European offices.

Date of completion: March 2025

At SEGRO we want all of our people to be able to reach their full potential and thrive and we are committed to creating an inclusive environment for all employees, where everyone can be themselves, have access to fulfilling careers and opportunities, and feel supported.