



LEARNING AND DEVELOPMENT MANAGER

- Are you interested in building capability and talent?
- Keen to be part of a professional team working together to change lives?

We are looking for an enthusiastic and engaging Learning and Development Manager to join our organisation. If you are looking for a challenge and want to work for an organisation that is making a difference in the lives of at-risk young people - we want to talk with you!

The Learning and Development Manager role is critical to the success of Youth Horizons. You'll be someone that has experience working across multiple stakeholder groups and is culturally self-aware. You'll love getting stuck in and developing or improving training programmes and will actively seek out ways for improvement.

You'll need a tertiary qualification in a related field and have 3-5 years' experience working in a senior L&D or training role. This role requires someone that can work autonomously and collaboratively with a diverse group of stakeholders across multiple sites.

To be successful in this role you'll need experience in:

- Designing a long term L&D strategy to support the organisation's business goals
- Designing and implementing a competency framework to support career progression and the sustainable growth of the organisation
- Developing and delivering in-house training programmes
- Overseeing & creating e-learning modules to support core induction training
- Creating induction and on-boarding programmes
- Auditing internal and external training programmes
- Partnering with external training providers to deliver relevant subject matter

Working within a bi-cultural environment and knowledge of the social sector / youth focused services would also be advantageous.

We are on a journey to build the capability of our workforce in order to support improved outcomes for the young people we work with. It's an exciting time to join us and you'll have the opportunity to really make the role your own.

About Youth Horizons

Youth Horizons is a specialised non-profit organisation providing therapeutic services for young people who have complex behaviour and/or mental health needs. Our innovative approach combines evidence-based models of practice along with a focus on our core values of Manaakitanga, Wairuatanga, Aroha and Whanaungatanga. Our national office is in Auckland and we have over 250 staff and caregivers supporting young people and their families and whanau across Northland, greater Auckland, Waikato, Bay of Plenty, Hawkes Bay, Lower North Island and Lower South Island. To find out more about Youth Horizons, visit www.youthhorizons.org.nz

For a copy of the position description, or to apply please contact Lisa Shilliday, Director People & Capability: lisa.shilliday@youthhorizons.org.nz

Applications close 15 April 2016