



GROUP CONSTRUCTION TRAINER



ABOUT THE ROLE

Reporting directly to the Head of Training, the post holder will be responsible for designing and delivering effective blended learning solutions for Construction functions across the business to develop and maintain workforce effectiveness.

Responsible to: Head of Training

KEY RESPONSIBILITIES

1. TRAINING DELIVERY

- Providing remote blended learning solutions for all Construction functions across the business, in accordance with internal QA system
- Agreeing and then keeping constant review all mandatory elements of training e.g. for each of the roles within the Construction department.
- Ensuring all new entrants to the function are onboarded such that they receive all required training in the very early stages of employment to include divisional input and central provision.
- Ensuring a quality training provision for all training requirements, with a focus on using technology to provide remote training on a timely basis.
- Engaging and monitoring the performance of any external providers required.
- Facilitating remote training, coaching, sessions using virtual meeting technology.
- Limited amount of face to face facilitation with a focus on remote learning solutions.
- Responsibility for the maintenance and reporting of training completion data, including e-learning and external provision for the Construction function.

2. RELATIONSHIP MANAGEMENT

- Key liaison with the Group Construction leads and Divisional Heads of Construction, including involvement in all training aspects of procedures, policies and new initiatives.
- Close liaison with the Group Construction Manager to ensure training and initiatives are embedded in all training.
- Close liaison with the Group HSE team to ensure there is always an up to date, relevant training matrix to ensure construction employees receive all relevant training and updates.

3. GENERAL

- Ensure familiarity with Redrow Group's Health, Safety and Environmental policies and comply with employee responsibilities.
- At all times, comply with company policies, procedures and instructions.
- Contribute to improving the business, protecting and enhancing the reputation of the company, by putting forward new ideas and, when requested to do so, implementing change

THE PERSON

What kind of person are we looking for?

- Strong facilitation and presentation skills
- Construction / Housebuilding Industry Experience
- Experience of the Learning cycle
- Competent computer skills
- Excellent communicator with a flexible attitude to collaborate with a variety of internal and external stakeholders
- Awareness of current best practise methods and innovative learning techniques
- Drive, confidence and a positive "can do attitude" that wants to make a difference.
- Application of learning and development knowledge to produce effective training materials for both face to face and digital learnings.
- Proactive and creative with accuracy and attention to detail
- Ability to design e-learning courses using appropriate software advantageous but not essential.

These are illustrative duties and the job holder will be expected to become involved in a range of work to enable the department to respond effectively to the requirements of the Company.