



**Representing finishing professionals in surface engineering
and coatings since 1925**

GROUP LEARNING AND DEVELOPMENT MANAGER

Opportunity to grow with industry-leading company

Founded in 1898, Poeton Industries are the UK's leading experts in surface engineering. We provide a complete range of surface treatments, including our unique range of proprietary Apticote solutions, to customers worldwide supporting some of the biggest names in the aerospace, defence, oil, medical and automotive industries.

Poeton prides itself on being a local employer of choice, enabling employees to develop their careers in Surface Engineering and Surface Treatment Technologies, working as part of a growing multi-site company that is expanding into Europe. We are now looking for a Group L&D Manager to work alongside the HR function to develop a sector-leading approach to training.

The role of the Group L&D Manager is to develop a strong learning culture with a flagship training programme and knowledge hub, supporting Production & Operations, HR and R&D. This role is vital to support talent attraction – using the Technical Training School to enhance the Poeton Industries Employer Brand, to provide knowledge support and sector specific qualifications and to build Poeton's reputation for excellence. This role is vital to give Poeton Industries competitor advantage in the Surface Treatments Market and in the development of the Poeton Learning Academy.

The suitable applicant will have previous experience in a technical/production context, preferably from within the metallurgy industry. You will be comfortable in a multi-site context, delivering training to a variety of learners as well as working with internal and external suppliers to develop an exciting and dynamic learning academy for our teams.

About the role

As our Group L&D Manager you will be required to:

- Work closely with HR to identify and assess future and current training needs through job analysis, career paths, annual performance appraisals and consultation with the business
- Work with HR to organise and administrate a flagship apprentice programme – developing links with local schools and colleges
- Work with HR to develop and manage our graduate sponsorship programme – to train and support our talented graduate and post-graduate students during their career with us
- Advocate training within the business – advising on the apprentice levy and funding resources available for training
- Support the company to ensure it has competitor advantage in knowledge and skills
- Lead the Technical School Training Programme - using the training school resources to provide sector leading training for the Poeton Learning Academy (supporting new joiners, IMF qualifications, NVQs, Training Champions, Apprenticeships & talent progression programmes)
- Deliver and co-ordinate training programmes as per the company's L&D strategy

Working with us

At Poeton we seek to develop a positive culture throughout the company and we are looking for someone who shares our values of Pride, Openness, Excellence, and Teamwork. Working with a team of passionate, motivated and talented people, you would be working in an environment that strives for excellence in everything we do and seeks to nurture our people in their career journey with us.

INSTITUTE OF MATERIALS FINISHING

Exeter House • 48 Holloway Head • Birmingham • B1 1NQ, Tel: 0121 622 7387
Registered in England No 498619 A



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Working hours

Monday to Thursday 8am - 5pm
Friday 8am - 2pm

Benefits

Competitive salary
Company pension
Childcare vouchers
Employee assistance programme
Life assurance
Private health care
Generous holiday entitlement, 25 days plus 8 bank holidays

To apply, email your CV and cover letter to: suziefrost@poeton.co.uk

www.poeton.co.uk

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