



We're looking for a Learning and Development Lead!

Who are we?

Electric House is a social media agency with a difference – we're a publisher too. We create, produce and distribute shockingly good video content through our social media communities (and beyond), earning untouchable results for our clients.

A career with us is a vibrant one - we're a rapidly growing agency, based in one of the most iconic offices of the West Midlands. And, whilst we may be getting bigger, we pride ourselves on the family-style culture at the heart of our business.

We look for people who want to be a part of that culture, which means people who share our values. We create together, we believe in being passionate and honest, and we always strive to have a consistent positive impact on the business and on the people around us.

Our founder set out to create a company where nobody hated Mondays, or felt undervalued, and we work hard to uphold those principles. 96% of respondents in a recent team survey said they would refer a friend to work with us, so hopefully, we're doing a good job.

If you're looking to be part of something special - something dynamic, and exciting - Electric House could be the place for you.

The role

The People and Development team is committed to building a culture of continuous professional development and support for all employees as we continue to grow. As Learning and Development Lead, you will be the driving force behind a range of development initiatives, as well as taking a hands-on approach in delivery of training to the team, which is nearly 100 people strong.

The Learning and Development Lead will shape, promote and implement initiatives across all teams which includes Video Production, Social Media, Creative, Client Services, and New Business. The Learning and Development lead will also be an expert in what it takes to motivate and manage people, and will provide mentoring for our managers on how to get the best out of their team.

As a Learning and Development Lead you will:

- Create and provide one to one and team training sessions, which could include training on new systems and software, training on new internal processes, Health and Safety training, management training, etc...



- Work with the heads of each team to identify L&D opportunities, challenges, and requirements, and suggest and implement solutions
- Act as an essential point of contact and mentor for managers across the business, giving expert guidance on how they can motivate and manage their teams
- Support the People and Development team with Performance Management processes as required
- Carry out thorough research of training courses to provide recommendations for training budget expenditure
- Implement, update, and promote an internal knowledge library which is easily accessible by the team
- Champion and implement other initiatives, such as mentoring and shadowing to support Learning and Development
- Carry out analysis and obtain feedback on training and development activities, and compile and present data on the success of Learning and Development goals

The Successful Candidate

The successful candidate will:

- Have proven experience in a management role, and a clear understanding of what it takes to successfully support, motivate and lead a team
- Be committed to your own personal and professional development, and be keen to share your knowledge and act as a mentor to the team
- Have experience of implementing learning initiatives
- Have experience of providing a broad range of different training as required by the business
- Ideally hold a relevant qualification, although this isn't essential
- Have an understanding of different learning and leadership styles
- Have strong interpersonal skills, approachable and empathetic
- Have strong communication skills, an engaging and clear communicator
- Be able to drive a culture of continuous improvement and development
- Be a team player, who enjoys working in a collaborative environment
- Be a strategic thinker, always seeking out improvements

The Detail

Salary: Competitive

Holidays: 20 days per year, plus 1 additional day for your birthday and 1 additional day for your work anniversary

Job Type: Full-time / Part-time



Start Date: Immediate

How to apply: Send your CV and covering letter to kelly@cultureheads.co.uk. We are committed to equality of opportunities and would ask that you remove your name, date of birth, gender, ethnicity, and country of origin from any documents you submit. We just need your phone number to give you a call if your application is successful.