



Job Description

Title: Learning & Development Partner
Directorate: People & People Services
Responsible to: Learning & Development Manager
Grade: 3.2

Main purpose of the job

The postholder will work across People Services to build capability and support colleagues, managers, and volunteers. They will establish strong partnerships across the organisation, design and deliver blended learning solutions, and support managers in the development of their teams. The postholder will contribute to the delivery of organisational development initiatives, ensuring learning is effective, engaging, and aligned with Blue Cross values.

Key responsibilities

Learning and development delivery

- Design, deliver, and evaluate learning solutions for colleagues, managers, leaders, and volunteers using a blended approach.
- Conduct learning needs analysis and collaborate with stakeholders to identify development priorities.
- Support management and leadership development programmes.
- Deliver workshops, mentoring, and coaching interventions to build skills, confidence, and capability.

Partnership and consultancy

- Act as an L&D partner to teams and directorates, providing advice and guidance on development options.
- Support managers in creating personal and team development plans.
- Collaborate with internal stakeholders to ensure learning initiatives support organisational objectives.
- Participate in projects that have people impact, providing expert input on learning solutions.

Programme and project support

- Contribute to apprenticeship, graduate, onboarding, and induction programmes.
- Support the review and implementation of succession plans and associated personal development plans.
- Maintain knowledge of learning and development best practice, ensuring initiatives are inclusive and accessible.

Other duties and responsibilities

- Promote Blue Cross values and culture in all learning activities.
- Network with external organisations and peers to stay informed of emerging trends in learning and development.
- Undertake any other duties as required by the L&D Manager consistent with the purpose and grade of the role.

The person

You will be confident in working with colleagues at all levels and able to influence and advise on learning and development solutions. You will be proactive, flexible, and able to manage multiple priorities while maintaining attention to quality and detail. You will have strong interpersonal and communication skills, with the ability to build effective relationships across the organisation.



Job Description

Essential qualifications, skills, and experience

- Proven experience in learning and development, designing and delivering blended learning solutions.
- Experience of delivering workshops and coaching sessions for colleagues, managers, or volunteers.
- Demonstrable ability to conduct learning needs analysis and design development solutions that meet organisational objectives.
- Experience working with senior stakeholders and influencing decisions.
- Strong IT skills, including MS Teams, MS PowerPoint, and other digital learning tools.
- UK driving licence.
- The ability to demonstrate, understand and apply our Blue Cross values.

Desirable qualifications, skills, and experience

- Associate or Chartered CIPD accreditation, or equivalent.
- Accreditation in Insights Discovery or similar personal profiling tools.
- Experience designing or implementing digital learning solutions.
- Experience supporting leadership development or succession planning initiatives.

The duties outlined in this job description are not intended to be exhaustive and may be subject to periodic review and amendment to meet the needs of Blue Cross.

Our values

Our values define the way we do things. We use them every day to guide us, and to make sure we put people and pets at the heart of everything we do.

Compassionate: We listen, we are non-judgmental, we are kind and caring to the pets and people we encounter, and we offer support in difficult times

Courageous: We make brave decisions, embrace change, and encourage innovation, ensuring we always act with integrity – doing the right thing even when no one is looking

Inclusive: We value all our relationships and work in an open and positive culture where we celebrate our diverse talents and empower you to be you