

The National Lottery Community Fund has flexible roles that enable our people to give their best, broaden their skills and manage their career path. This job profile isn't intended to be an exhaustive list of your duties, rather it gives you an outline of what your role will involve. It will be for you to work with your colleagues to develop and shape your work in line with our strategic objectives and the objectives of your team.

## Learning and Development Advisor

### *Our officers*

As an officer at the Fund, whatever your specialism, you'll have plenty of scope for autonomy and responsibility. You'll use your judgement and knowledge to make recommendations and decisions, and your skills in understanding the needs of different customers, providing advice and feedback will come to the fore. You won't need much supervision or oversight from your senior colleagues taking personal leadership of your own work and your own development. You will take pride in your work and positively influence and engage with our customers and stakeholders both internally and externally.

### *Your role*

In this particular role, you'll support the L&D Business Partners, to enable the design, implementation and delivery of L&D interventions that increase the capability of our people and support them through change.

You will consult with key stakeholders to identify needs and assist with the development of new practices to improve grant making skills, professional development and people management in the Fund, and support on a variety of L&D projects, taking the lead where appropriate.

You will evaluate L&D activities making recommendations for improvement, building on best practice. You will work closely with colleagues across the fund, taking a proactive approach, analysing issues and recommending & implementing solutions.

Of course, you'll also need to work within the Fund's policies and procedures and the necessary legislation, and in a way that is in line with our vision and principles. If the role is based in Wales, or supports customers or colleagues in Wales, an understanding of Welsh language legislation and the Welsh Language Standards of the Fund is required.

### *Your experience*

As an officer, you may have been promoted through our internal career paths having demonstrated your skills and leadership abilities or alternatively you may come from an external field. Either way, you'll need to demonstrate your experience and qualifications in these areas:

- CIPD level 5 or above qualification or equivalent relevant experience in and L&D role
- Consulting with Stakeholders at all levels

- Carrying out training needs analysis and identifying possible solutions
- Designing and delivering engaging L&D solutions to groups and individuals

## *You will be able to*

### **LEADERSHIP & MANAGEMENT**

- Be engaged and enthusiastic in working towards shared goals, and encourage others to do the same
- Be committed to the Fund's vision and principles, and encourage others to do the same
- Take ownership of your own personal development by identifying your strengths and areas for development, using available resources to support this
- Be a supportive team player who shows interest in others, and develops a range of contacts outside own team to help get the job done

### **BUILDING GREAT RELATIONSHIPS**

- Network internally and externally, putting yourself in the position of customers and acting on the things that matter to people
- Communicate in a honest and engaging manner, with the ability to influence and negotiate using good arguments and a range of strategies to convince others
- Listen actively, and respond to others in an informed way, recognising the contribution and value of diverse viewpoints

### **PERSONAL RESPONSIBILITY**

- Continually seek and act on feedback to evaluate and improve your own performance
- Remain calm under pressure and handle multiple and competing priorities, supporting others when needed
- Take ownership and be accountable for your own work, and encourage colleagues to do the same

### **DELIVERY**

- Identify opportunities to share learning, knowledge and information, and make improvements by working with colleagues
- Actively use the systems and data at your disposal to complete your own work effectively and improve the work of your team
- Actively seek out and analyse available information, using it to inform your judgement and complete your work effectively
- Be responsive to emerging issues and trends which impact on your work, the work of your team, or the Fund
- Understand the requirements of good governance and provide solutions to risks and issues

## *Our mindset*

- I am passionate about the potential of making excellent grants
- I am committed to effective networking across and beyond the Fund
- I value the diversity and aspirations of communities and colleagues recognising the need to provide equality of opportunity
- I am curious and actively seek new ways of doing things
- I will listen, learn, provide and encourage feedback and challenge

## Learning and Development Advisor



- I am responsible and accountable for the work that I do
- I work flexibly and collaboratively to meet the needs of others
- I apply knowledge and experience to share my learning
- I want to make the Fund a great place to work

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|--------------------------------|--------------------|------------------------------|--------------------|
| <b>Your job family is</b>      | Corporate Services | <b>Your directorate is</b>   | Corporate Services |
| <b>Your mode of working is</b> | Office based       | <b>Your role template is</b> | Officer            |