

SET YOUR CAREER ON THE PATH TO SUCCESS WITH PREMIER MARINAS



PREMIER
MARINAS



**BRITISH
MARINE** 

INVESTORS IN PEOPLE™
We invest in people Gold

JOIN THE TEAM

Job Title: Learning and Development

Location: Head Office, Swanwick Marina, Hampshire

Closing Date: 12th November 2021

Job Description:

Premier Marinas is an award-winning marina company, reinventing the future of marinas to create destination experiences: “a place with personality - an authentic local identity”. We are driven by our values: **High Quality, Innovative, Honest & Respectful, Approachable, Empowered**

Your role will build on the existing work that has already been done to implement an Academy approach to Learning and Development across the organisation. You will support the senior leadership team’s goal of developing the very best people in a mature, empowered and rapidly growing organisation.

You will leverage your expertise in learning and development to build, implement and deliver across multiple sites a training strategy which includes training / onboarding new staff at all levels within the business. Your role will also support in succession planning, and support Talent/HR and culture improvement initiatives, employee engagement strategies, diversity/inclusion, and bespoke training for teams and departments based on needs assessment and gap analysis.

Key skills required for this role include:

- Must be customer focused, resilient, and passionate about going on a journey to create world-class marinas within the UK.
- Proven problem-solving skills, project management, attention to detail, and exceptional organisational skills.
- Ability to build trust, coach, and obtain buy-in at all levels of the organisation.
- Design and deliver programmes after stakeholder consultation.
- Partner closely with HR functions to ensure all aspects of people and organisation are aligned and moving towards common goals.
- Experience designing and delivering programmes through multiple delivery methods; e-learning, action learning, workshops, coaching and mentoring.
- Background in leadership, learning and development, organisational development, with ability to effectively engage and deliver through others.
- Highly motivated self-starter with strong analytical skills and results oriented.
- Qualifications in Learning & Development and Coaching and/or Leadership & Management are an advantage.
- Experience working with partners to develop and deliver online training programme

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Proof of eligibility to work in the UK will be required. Our Applicant Privacy Notice can be found on our website.

APPLY: In writing to Tracey Jeffkins, Head of HR, supported by a current CV and covering letter describing why you are applying for the role along with your salary expectation. Email address: careers@premiermarinas.com
Successful applicants will be contacted and invited for an interview.

OUR BENEFITS

We are proud to be able to offer our staff a range of benefits which help promote a healthy mind and body. Throughout our business we recognise the importance of creating a working environment which helps everyone, especially one which allows our staff to develop and learn, that is why one of our main benefits is career and skill development.

- Staff Development & Training
- Flexible Holiday
- Annual Incentive Scheme
- Online GP Service
- Cycle to Work Scheme
- Private Health Care
- Free Berthing
- Free Eye Exams
- Employee Assistance Programme
- RAC vehicle discount



OUR VALUES

Established in 1994, Premier Marinas Limited owns and operates ten of the UK's most prestigious marinas. Our vision is simple: to be the finest marina operator in the UK by providing our customers with quality marinas in the best locations with first-class customer service. Premier Marinas' core values, represent the endorsed and expected behaviours that underpin the way we operate.

We believe in our values and as such, demonstrating our values to colleagues, customers and other third parties is an expectation placed on all employees.

OUR CORE VALUES

