

Job Description | Senior Talent Development Manager

Department: Human Resources

Location: London (hybrid role – minimum two days a week in the office)

The Team

The global Learning & Talent Development team serves over 5000 people from over 60 offices and provides specialist advice, education, and development opportunities across a broad remit, including: professional core skills training, team development, talent planning, high potential talent development experiences, leadership development, coaching and mentoring, career development initiatives and practice area or business specific L&D.

The Senior Talent Development Manager will have deep expertise in talent development planning, talent and/or leadership development and programme management. This is a unique opportunity to be part of a team who are embarking on an exciting change journey to transform and evolve learning, leadership and talent development in support of the firm's strategic direction and core values.

The Role

The role will bring thought leadership, programme and project management expertise and influencing capability to design, deliver, measure and oversee talent development programmes and experiences for the UK/Europe region. Many of these learning experiences are aimed at emerging and high potential leaders on their journey to Partnership. This role will also play a crucial role in collaborating with the global team to create alignment across regions. In addition, a key focus of the role will be to work alongside HR on talent development planning and strengthening our legal talent pipeline. This role will work closely with the Snr Manager for Core Learning (UK) and Regional/Senior Learning and Development Managers to evolve the content of our learning portfolio, improve accessibility to learning and coaching and mentoring across the employee lifecycle.

This exciting and highly influential role will require close collaboration with stakeholders to deliver outcome-based blended learning pathways and interventions that enrich on-the-job learning experiences and unlock the full performance potential of our diverse talent across the firm.

We are looking for a highly motivated and solutions focused senior manager who enjoys being creative, taking the lead and working collaboratively to bring about change. Proven expertise is required in managing and overseeing high potential programmes and development

experiences, facilitation, coaching and thought leadership, as well as experience of managing a team and budget.

Key Responsibilities

- As part of the senior management team, plays a collaborative lead role in the creation and implementation of the UK and global L&TD strategy and priorities.
- People management – provides the team with outcome-based learning and coaching, direction on key priorities, thought leadership, and day-to-day management, guidance, and support for personal growth.
- Takes a lead role in managing strategic priorities/projects for talent development, aligned to the People Strategy.
- Applies modern learning methodologies and best practices to lead the team in designing blended learning experiences.
- Oversees the design, implementation, and measurement of all Talent Programmes across UK and Europe. Brings thought leadership to our senior management team and proactively collaborates with regional managers.
- Works alongside regional managers to design, deliver and measure a global talent development agenda; focused on scalable, effective and high impact programmes and processes.
- Leads and manages strategic and commercially focused external partnerships, both internally and externally.
- Leads the review and management of nomination processes for talent programmes. The role will also oversee and manage the relationships with internal and external partners/facilitators/speakers associated with our nominations-based learning programmes.
- Creates and embeds a globally consistent approach for all Talent Programmes. Works alongside the Head of L&D and regional managers to develop a strategic plan for talent development aligned to the L&TD strategy and People Strategy.
- Reimagines Talent Development globally; working with the Head of L&D and regional managers to build a vision and plan that drives equity in how we identify and develop talent globally (reaching a wider pool of existing talent).

At Clyde & Co we view diversity as critical to the international nature of our business and have created a working environment where people from different backgrounds can thrive. It is the Firm's policy to treat all employees and job applicants fairly and equally regardless of their gender, gender identity, marital or civil partnership status, race, colour, national or ethnic origin, social or economic background, disability, religious belief, sexual orientation, or age.

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- Plays a crucial role in supporting HR with the Annual Talent process for UK/Europe and collaborates with regional managers in the L&TD team to discuss outputs, common trends and opportunities.
- Builds strong partnerships with the partner relations team to review and embed behaviour change and future focused talent development opportunities – incorporating leadership skills into all talent programmes and preparing future Partners for selection.
- Leads and manages the redesign of high potential development programmes and coaching opportunities, i.e. Business Development and Leadership for aspiring Partners. Optimising internal and external expertise, collaborating with key stakeholders across regions, and measuring ROI.

Essential Skills & Experience

- Experienced talent development professional (experience in a senior manager role) with exposure to multiple industry sectors, including professional services and/or legal sectors.
- Prior experience of working with regional and global teams in complex environments undergoing significant transformation and modernisation.
- Ability to partner, advise and influence at all levels of the business.
- Enthusiastic and proactive approach with a supportive, commercial outlook, client delivery focussed work ethic.
- Experience of providing innovative solutions to challenges that arise throughout the talent development lifecycle.
- Ability to gain the confidence of other leaders by establishing excellent relationships and building credibility.
- Highly organised and a good planner with an ability to manage and deliver on multiple projects and strong attention to detail.
- Strong written and verbal communication and interpersonal skills.
- Confident leader with a willingness to work collaboratively across the wider HR team with supportive team mentoring / management experience.

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The Firm

Clyde & Co is a leading global law firm, specialising in the sectors that underpin global trade and commercial activity, namely: insurance, transport, construction, energy, trade and commodities. It is globally integrated, offering a comprehensive range of contentious and non-contentious legal services and commercially-minded legal advice to businesses operating across the world. Clyde & Co is committed to operating in a responsible way. This means progressing towards a diverse and inclusive workforce that reflects the diversity of its communities and clients, using its legal skills to support its communities through pro bono work, volunteering and charitable partnerships, and minimising the impact it has on the environment. The firm has 480 partners, 2400 lawyers, 3200 legal professionals and 5000 people overall in over 60 offices and associated offices worldwide.

Our Values

Our values are the principles that guide the decisions we make, unite us in our endeavours and strengthen our delivery, for our clients and our firm. We:

- **Work as one** We are a globally connected team of talented people who act with a firm-first mentality to achieve success
- **Excel with clients** We aim high and challenge ourselves to deliver unique excellence for our clients, keeping them at the centre of everything we do
- **Celebrate difference** We help each other to be at our best and believe our differences result in greater achievement
- **Act boldly** We seek new opportunities, take action and learn as we go, recognising that curiosity drives our development and contributes to growth

Business Services Competencies

Clyde & Co is committed to providing extensive, personal and professional development opportunities for our people enabling them to be highly effective in their current role as well as assisting them to fulfil their career aspirations.

The competencies are used to inform all aspects of Business Services career development. They vary across levels and different business areas and fall under the following areas:

- Technical Excellence
- People and Team

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- Client/Stakeholder Relationships
- Service Delivery and Commercial Awareness
- Personal Effectiveness

This is the job description as constituted at present; however the Firm reserves the right to reasonably amend it in accordance with the changing needs of the business.

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