



Job Profile: Learning & Development Partner

About us

We supervise the island's financial services industry for compliance with both conduct and prudential requirements, and under the anti-money laundering (AML), countering financing of terrorism (CFT), and countering proliferation financing (CPF) framework.

The JFSC is one of the few regulators globally to benefit from the Regulator and the entity Registrar operating under a single financial services commission.

Division: People & Culture

People & Culture's primary function is to support our people to perform to their best by developing and deploying all our people activities such as recruitment, advice, payroll, and development. We support the JFSC to be a high performing regulator by creating a learning culture where our people managers and leaders are inspirational and foster a high performing environment where our people thrive.

Team: People & Culture

You will be the Learning and Development specialist within the People and Culture team supporting the People and Culture Business Partners, people managers and the wider organisation with every aspect of development. You will implement tools, resources, training, and career frameworks to deliver organisation growth, capability development and ultimately build regulatory effectiveness.

You will work collaboratively to provide an integrated and holistic learning offering that builds both technical and essential skills for now, and the future. You will also inspire colleague engagement and help create and maintain a high-performance culture that celebrates learning and development.

Your Role: Learning & Development Partner (35 Hours Per week/ Permanent/Fulltime)

Your competencies for this role will help you **deliver the following outcomes:**

- › A well designed and fully implemented learning strategy that is understood and welcomed by people managers and colleagues within the JFSC

- › Delivery of a wide range of activities that build organisational capability for now and the future
- › Assessment of development needs and identification of capability gaps and opportunities
- › Learning & Development (L&D) tools, frameworks and resources that fit within the employee lifecycle, are well understood, enable high-performance, and build regulatory effectiveness
- › L&D that is designed effectively, delivered to a wide range of audiences, with built in effective measurement and supports a return on investment with respect to regulatory effectiveness, cultural development, high-performance and colleague engagement
- › Provision of useful management information and insights to help the People and Culture Business Partners, leaders, and people managers to implement the learning strategy
- › Identification and implementation of improvement to ensure our approach to L&D is progressive and inspiring and supports a high-performance culture
- › Effective working partnership with external suppliers ensuring performance standards are met
- › Active support for colleague wellbeing, diversity, and inclusion initiatives and the wider People Strategy

You will add value to the organisation by:

- › Delivering a holistic, pragmatic, and easily understood learning and development offering that builds capability for now, and in the future and actively enhances our employer brand
- › Building organisational capability through the development of all colleagues underpinning regulatory effectiveness and the JFSC as a high performing organisation
- › Effectively managing an integrated L&D offering and budget working in partnership with People and Culture Business Partners, business leaders, people managers and colleagues
- › Promoting the L&D offering and deepening the understanding, acceptance and adoption of L&D tools, resources, and training programmes/events
- › Designing and delivering learning that adds value and makes an impact

What will success in this role look like?

- › Increase in colleague sentiment in relation to career development and progression
- › Clear identification of organisational capability needs with an effective plan to address
- › Noticeable improvement of performance standards (measured by strategic KPIs and ‘measures that matter’) and regulatory effectiveness
- › Effective management of L&D budget, with high performing external providers
- › Noticeable difference in the adoption of L&D tools, resources through an integrated offering delivered in partnership with the People and Culture Business Partners

Are you suitable for this role?

This role would suit an individual with strong communication and interpersonal skills with the ability to influence and coach colleagues through being the ‘face’ of L&D across the JFSC. Proven presentation, influencing and stakeholder management skills are essential. The successful candidate will be used to working in a fast-paced environment and can comfortably connect with and guide all stakeholders; from senior leaders to trainees in their first job. You will have the ability to analyse data effectively to inform decisions and use good judgement when providing managers and colleagues advice and guidance. Motivation for continuous learning and development, a flexible approach and an aptitude for team working are key requisites for the role. Prior experience in working in a learning and development role is essential.

www.careers.jerseyfsc.org

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PO BOX 267, 14-18 Castle Street,
St Helier, Jersey JE4 8TP

To apply for any vacancies at the JFSC, submit an application form along with your CV to careers@jerseyfsc.org

Why us?

Working in the JFSC will enable you to join a team people who have purpose, passion, and pride. It offers the opportunity to work alongside people, who are passionate about maintaining Jersey's position as a leading International Finance Centre with high regulatory standards.

This clarity on our purpose is incredibly motivating and we leverage our core values of: Excellence, Professionalism, Respect, Integrity, and Teamwork to deliver our work. Our people are proud of their work and their contribution to Jersey.

If you are looking to make a difference, have a unique working experience and contribute to a bigger picture, then think JFSC; a diverse team of people who put their hearts and minds into what they do and have some fun along the way!



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