



Johnstons of Elgin is a family owned business operating since 1797 and we currently employ more than 1000 employees across our business. We are one of Europe's most successful and innovative companies in the design and manufacture of luxury cashmere and fine woollens, with customers including most of the world's leading fashion houses. Our own Johnstons of Elgin brand is developing into a fully formed lifestyle brand capable of competing with the world's best brands.

In 2018 Johnstons of Elgin became the first textile manufacturer in Scotland, the first organisation in Moray (where we employ around 700 employees), and, the first organisation in Hawick (where we employ around 280 employees), to achieve the **Investors in Young People [IYYP] GOLD Accreditation**. The previous year we were "**PwC Family Business of the Year**".

This year Johnstons of Elgin were awarded "**Exemplary Employer of Choice**" and were finalised in the Tremendous Learning & Development category of the eHerRies Awards recognising excellence in Human Resources.

We are looking to recruit a Learning & Development Manager as an integral part of our innovate HR team based here in **Elgin**. The successful applicant will work across the whole business on all matters relating to the effective delivery of learning and development to continue our journey as a learning organisation.

Learning & Development Manager

Reporting to the Group HR Director, you will source new learning and development interventions which deliver the capability, capacity and performance required to meet our business plan. We are looking for someone who can adopt a business partner approach and is passionate about continuous improvement, bringing both a dynamic and innovative approach to the role in maintaining and further developing existing initiatives.

A key deliverable of our people strategy is Coaching and our Leadership Development Programme for all our managers. You must be able to deliver these, and similar, to all other levels within our management structure. At present 25% of our workforce are being coached and receiving leadership development.

We already have over 100 employees through our apprenticeship programme and a key objective of the role will be to manage our SQA centre, and further enhance our apprenticeship offering across the business.

You will have demonstrable experience of developing and delivering a wide range of learning/training, you must be an excellent communicator, detailed, organised, and passionate about helping people to learn & grow.

We would like someone with character, but a professional approach, who will bring new and constructive ideas to the business. This is very much a hands-on role so the ideal candidate will need to have the energy and drive to keep all the L&D initiatives across the business moving.

Please write, enclosing your CV, and detailing your current remuneration package, no later than Monday 16th September 2019 to Johnstons of Elgin, Newmill, Elgin, IV30 4AF or email applications@johnstonsofelgin.com

