**ROLE PROFILE**

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| **Role Title** | **Talent Development Partner** | **Location** | Bristol/Glasgow/London |
| **Business Unit** | Human Resources | **Job Family** | Human Resources |
| **Reports to Role Title** | Head of Talent | **Sub Family** | Talent & Development |
| **No.Direct Reports** | None | **Channel**  |  |
| **No.Locations** |  | **Financial** |  |
| **Business Unit Respons.** |  | **Other** |  |
| **PURPOSE** |
| **C&C Group plc is a premium drinks company which owns, manufactures, markets and distributes a unique portfolio of beer and cider brands in its home markets and across the globe. You probably know us best from brands like Bulmers, Magners and Tennent’s.** Talent Development Partner is responsible for designing, implementing and evaluating talent development and programs that align with C&C Groups goals. This role has overall responsibility for managing the apprenticeship funding across the UK and Republic of Ireland maximising the opportunity to develop talent at all levels in the organisation. S/he will design and deliver engaging and impactful learning solutions to enable our people to thrive in their careers at C&C and will foster a culture of continuous improvement and growth.  |
| **CORE ACCOUNTABILITIES** |
| **Discovery, Program Design and Delivery*** Identify skills gaps and recommend solutions to build workforce capabilities.
* Manage the apprenticeship levy funding across the UK and identify funding opportunities across all our entities, ensuring we optimise career development and talent pipelines.
* Develop and implement structured early career and apprenticeship programs, ensure alignment with organisational goals, industry standards, and career development frameworks.

**Talent Development and Support*** Design, deliver and manage learning and development initiatives, across leadership development, talent development, engagement, performance management.
* Support the personal and professional growth of early career employees through mentorship, coaching, and tailored development plans.
* Act as a point of contact for participants, providing guidance and resolving concerns.
* Monitor participants' progress and identify opportunities for further development.

**Learning Technologies*** Support the management and maintenance of Learning technologies (we are currently implementing Thrive as the Learning Management technology) including configuration, user management, and troubleshooting
* As part of the team be a focal point of contact for LMS-related issues, providing technical support to employees and resolving system challenges.
* Ensure compliance to all Learning policies and processes by all platform contributors.
* Contribute and support the management of annual campaigns and LXP roadmap.
* Support the management of the SME Content Forum.
* Provide company-wide reporting metrics.
* Undertake Admin processes (Managing audience, tagging strategy, Explore blocks).

**Organisational Development*** Support organisational change efforts through tailored development programs and interventions.
* Contribute to succession planning, workforce planning, and career pathing initiatives to ensure a pipeline of ready talent.
* Foster a culture of continuous learning and innovation across the organisation.

**Stakeholder Collaboration*** Partner with HR and business leaders to understand strategic goals and identify talent development needs and future skills requirements to identify appropriate interventions.
* Work closely with external training providers, accreditation bodies, and industry partners as needed.
* Provide expert recommendations to improve leadership effectiveness, team dynamics and employee performance
* Promote early career programs across the organisation to ensure visibility and engagement.
* Ensure appropriate attraction and recruitment strategies are deployed to attract diverse and high-potential early career talent.
* Support the design of assessment centres, interviews, and onboarding processes tailored to early career candidates.

**Evaluation and Reporting*** Use data analytics to measure the effectiveness and ROI of talent development programmes.
* Provide insights and recommendations based on evaluation results.
* Prepare reports, presentations and recommendations to inform decision making.
* Stay updated on industry trends and integrate best practices into talent development strategies.
* Maintain accurate records of participants’ progress, training hours, and certifications.

**Diversity and Inclusion*** Ensure all talent development programmes foster an inclusive environment that supports diverse talent.
* Develop initiatives to improve accessibility and equity in early career development opportunities.
* Ensure all programs meet legal, regulatory, and organisational compliance standards, especially for apprenticeship programs.
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| **CONTACTS/ KEY RELATIONSHIPS & NATURE OF INFLUENCE** |
| * Talent Development Team
* Talent Acquisition / Recruitment Team
* HR Business Partners
* HR Operations
* Business Managers
* Thrive Customer Support Team
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|  | **KNOWLEDGE/ EXPERIENCE/ SKILLS** |  |
| Talent Development & Career Progression* Strong understanding of career development theories and frameworks, in particular those applicable to early career stages.
* Knowledge of learning and development methodologies, including coaching, mentoring, and training techniques.
* Ideally certified in one of more assessment tools.

HR Policies & Compliance* Familiarity with employment law and regulations related to early careers programs (e.g., apprenticeship levies, visa requirements, equality laws).
* Awareness of diversity, equity, and inclusion (DEI) principles and their application in talent development programs.

Industry & Market Trends* Understanding of emerging trends in graduate, apprenticeship, and internship programs.
* Knowledge of employer branding strategies to attract and retain early career talent.

Program Design & Evaluation* Expertise in designing structured rotational programs, training schedules, and career pathways.
* Familiarity with metrics and tools for evaluating program effectiveness and employee engagement.
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|  **PROFESSIONAL QUALIFICATIONS & EDUCATION** |
| * Educated to Degree or equivalent qualification level
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|  | **TECHNICAL/ BEHAVIOURAL/ PERSONAL COMPETENCIES** |  |
| * Strong commercial acumen to interpret IM, negotiate with providers and manage the training budget
* Coaching, mentoring and facilitation skills
* Outstanding relationship building skills to champion change and continuous improvement
* Pro-active, creative and results orientated
* Strong stakeholder management
* Knowledge of end-to-end, design and delivery of L&D programmes
* Experience of managing a learning budget
* Excellent communication (verbal and written)
* Experience of using software to development online and eLearning content.
* Highly skilled interpersonal skills with the ability to influence at all levels of seniority and experience
* Excellent Relationship Building abilities across all levels
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| **Job Code** |  | **Reward Level** |  | **TW Grade** |  |
| **Salary** **Survey Ref** |  | **Career Level** |  | **Date Created** |  |