

Management & Business Services Trainer

Contract term: Permanent, full-time

Hours: 37 hours over 5 days

Location: Field-based

Starting Salary: £27,500

If you would like to work for an organisation that holds 3-star accreditation with Best Companies demonstrating extra-ordinary levels of staff engagement, has gained a place on the Times Best 100 Companies to work for in the UK for the last seven consecutive years and that holds Investors in People Platinum accreditation we would love to hear from you!

Who we are:

As Wales's largest Training Provider, ACT provide a wide range of training programmes and qualifications including Traineeships, Apprenticeships, Higher Apprenticeships and Schools provision across 30 different sectors throughout Wales.

ACT is all about people. With a family feel culture we believe our employees are our greatest asset. We're all extremely passionate about making a positive difference to people's lives by providing excellent learning programmes and opportunities.

What you'll do:



We are looking for a passionate individual, to deliver and organise training, workshops and blended learning activities to enable learners to achieve all learning outcomes on the ILP whilst meeting requirements of awarding organisations, Welsh Government, Estyn Common Inspection Framework and **ACT**.

The role is field based and will require the trainer to deliver across routes, however, the trainer will be directly line managed by the Management Route Manager.

ACT is committed to promoting the Welsh language for both staff and learners, and whilst it is not considered essential criteria, the ability to speak Welsh is desirable for this role.

What we offer:

- Generous holiday package (up to 45 days per year)
- Annual salary increases
- Healthcare cash plan
- Contributory pension scheme
- Life assurance
- Car uplifts (where applicable)
- Wellbeing initiatives including access to in-house counselling
- Employee voice initiatives including a staff council
- Flexible and hybrid working options (where applicable)
- Annual team building events
- Four paid volunteering days per year
- Length of service and birthday rewards
- Staff recognition awards
- Complimentary tea and coffee



- Excellent learning & development and CPD opportunities
- Formal coaching and mentoring opportunities
- E-learning platform available to all staff

What you are responsible for:

- Use the Vision system to manage learners effectively to ensure accuracy of all data and all **ACT** and Welsh Government requirements are being met.
- Assess, support and develop learners literacy, numeracy, ICT and employability skills; Welsh Language and Culture through delivery of qualifications and enrichment activities.
- Follow the departmental IQA procedures to ensure good quality of delivery and progress of qualifications that meet awarding organisation requirements.
- Ensure all relevant Welsh Government and **ACT** administrative paperwork is completed accurately and promptly
- Maintain own CPD by attending sector, awarding body and internal training.
- Contribute towards & develop curriculum by continually assessing content of courses delivered and strategic plans.
- Communicate regularly and professionally with employers to maintain good relationships and engagement in the learning process. Develop links with employers to promote new business as appropriate. Act as a conduit between employers and **ACT** ensuring that all business leads are referred to the appropriate **ACT** nominee. Recruit new learners as agreed with Line Manager.



- Engage effectively with employers to keep them involved in the learner journey and to encourage further starts within the organisation. Also to promote the whole range of **ACT** services to facilitate cross selling.
- Ensure learners wellbeing by carrying our health and safety monitoring and following safeguarding procedures.
- Communicate effectively across both teams and management including checking and responding to e-mails, updating calendars, attending meetings and staff training events.
- Take part in, support and carry out actions from quality processes e.g. quality observation, audit, learner feedback.
- Design and deliver training solutions to ACT learners.
- Build and maintain learner relationships.
- Respond to enquiries.
- Build and maintain course resources including distance learning and training materials.
- Work with and support other team members.
- Ensure training content and delivery styles are current.
- Evaluate training delivered.
- Design and deliver bespoke development programmes as required.
- Manage learner cohorts.
- Mark and assess various course work including assignments, distance learning materials and projects to ensure the minimum standards set by Awarding Bodies in the qualification specifications have been met.
- To ensure quality, consistency, accuracy and fairness for all learners.
- To ensure that best practice is identified and shared.



- To ensure compliance with Equality and Diversity legislation in relation to the training delivery.
- Demonstrate commitment to learners, their learning, safety and well-being by taking account their current level and making them aware of progression options.
- Use evidence and research to improve practice.
- Plan and deliver effective learning, teaching and assessment by using a range of methods including digital to effectively enhance the learning process.
- Build positive and collaborative relationships with learners, colleagues, employers and others as appropriate.
- Enable learners to share responsibility for their own learning/assessment and empower them to set challenging goals and targets and to evaluate their own progress.
- To adhere to and promote ACT's environmental and sustainability practices.
- Responsible for adhering to all GDPR (General Data Protection Regulations) legislation in respect of all learners, clients and colleagues.
- To adhere to and promote ACT's environmental practices.
- Any other duties as requested by your Manager, which may be necessary from time to time.

Personal and other duties and responsibilities:

- Demonstrate dignity, courtesy and respect towards others.
- Critically reflect on own values, knowledge and skills to improve learning.



- To actively keep updated with the company's services and programmes.
- Maintain CPD by attending training events, courses, meetings, workshops and seminars to keep abreast of subject/vocational area to not only develop yourself but also the company.
- To demonstrate clear written and verbal communication skills including report writing skills.
- To be highly self-motivated and organised.
- To ensure effective customer care skills.
- A recognition and regard for observing confidentiality.
- The capacity to work as part of a team.
- An ability to work on own initiative and meet set timescales.
- General housekeeping duties.
- To display ACT core values at all times.



INVESTORS IN PEOPLE
We invest in people Platinum



Person Specification

What we are looking for:

	Assessment Method	Essential	Assessment Method	Desirable
Experience	A	Application/ Interview	Minimum of 5 years' experience within a managerial position	
Qualifications & Knowledge	A	Application/ Certificate verification	Knowledge of Work Based Learning Sector	Assessors qualification - Level 3 Certificate in Assessing Vocational Achievement (AVA) or equivalent (or working towards) PGCE or teaching equivalent
	B	Application/ Certificate verification		
Skills & Attributes	A	Interview	Creative and passionate for creating & delivering training/learning	A Interview Welsh speaker
	B	Interview	Ability to support and develop others	
	C	Interview	Proven track record of meeting targets	
	D	Interview	Excellent written and verbal communication skills	
	E	Interview	Well organised	
	F	Interview	Excellent IT skills with training programmes and others such as Microsoft Office, Word and Excel	
	G	Interview	Willingness and ability to be flexible and go above and beyond as and when needed	
	H	Interview	Team player with ability to work on own initiative	
	I	Interview	Willingness to undertake personal & professional development in relation to your role and business needs	
Personal Qualities	A	Interview	To uphold ACT Values	
	B	Interview	Maintains CPD	
Other	A	Interview	Hold a full U.K. driving licence	



Have you got what it takes?

