

Exciting career opportunity



Learning and Development Manager

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The Nairobi office, which serves as the regional coordinating office, is hiring a Learning & Development Manager.

Summary of the role

To contribute to the achievement of a highly skilled workforce through coordination of the Firm's learning and development (L&D) programmes.

Key roles and responsibilities

- Support the process of training needs analysis; collate information on staff development needs from all units and involvement in identification of suitable interventions for identified gaps.
- Develop, deploy and monitor the annual training calendar to achieve planned annual development plans.
- Develop and monitor in liaison with line managers, personal development plans for each staff.
- Develop and deliver training programs in collaboration with the subject matter experts from the different functional areas and external facilitators as applicable.
- Carry out end of training evaluation to assess the impact of training programs conducted and liaise with performance managers for assessment of skill transfer to the job 6 months after training.
- Optimise and track the training budget utilisation for effective ROI reporting
- Promote and implement various learning methods (Instructor Led training, Digital Learning, Coaching, Mentoring, job rotation and shadowing)

- Participate in the development of role competencies in liaison with HR Business Advisors and the Talent Acquisition team and update of competency profiles as job dimensions change.
- Support the Firm's development of talent which includes support for talent development programs, induction and internship programs as well as all staff development initiatives.
- Support the career development program through involvement in career counseling and career development conversations.
- Monitor and update professional qualifications for staff on firm's sponsorship as well as manage the professional courses sponsorship program.

Academic/Professional qualifications and Experience:

- Bachelor's degree in either Human Resource Management, Commerce (Human Resource), Business Administration or equivalent qualification for a recognized institution;
- Master's degree in Human Resources Management/Development, Business Administration (Human Resource Management) or equivalent qualification will be an added advantage
- Full membership too the Institute of Human Resource Management (IHRM) or other relevant professional body.
- Relevant professional Qualification

Personal attributes:

- Good communication (written and verbal), numeracy, presentation and analytical skills.
- IT proficiency, especially Microsoft Office, MS Org Charts, MS Visio and MS Project.
- Strong Interpersonal Skills, tact and diplomatic.
- Team player
- Integrity, transparent and honest.

We offer:

- An exciting opportunity to work with a Big 4 firm on cutting edge clients across Africa.
- Continuous learning and development.
- Exposure to multi-disciplinary client service teams.
- Unrivalled space to grow and be innovative.

If your career aspirations match this exciting opportunity, please use the link below to apply:

Learning and Development Manager – Candidate's Summary. Filling the link is mandatory for consideration alongside your application to talentrecruit@kpmg.co.ke quoting '**Learning & Development Manager - by 13 January 2023.**

Please note that only shortlisted candidates will be contacted. Please note failure to send your application or fill in the provided form will result to disqualification.