

Senior Learning & Development Specialist

Qualifications

- Bachelor's degree in human resources, Business Administration, or a related field.
- HR Diploma or L&D Certification is a plus.
- 5-7 years of experience in Learning & Development or Talent Development roles, preferably in **industrial** or **engineering sectors**.
- Strong knowledge of adult learning principles, instructional design, and training evaluation methods.
- Excellent facilitation, presentation, and communication skills.
- Strong organizational and project management skills.
- Fluent in Arabic and English.

Responsibilities

- Design and deliver learning programs tailored to technical, managerial, and soft skills development across all departments.
- Conduct training needs assessments (TNA) in collaboration with department heads to identify skill gaps and development priorities.
- Develop annual training plans and manage the training calendar, ensuring alignment with business objectives.
- Source, evaluate, and coordinate with external training providers and consultants.
- Monitor and evaluate training effectiveness through feedback forms, post-training assessments, and ROI analysis.
- Support leadership development initiatives, succession planning, and high-potential employee programs.
- Maintain and update training records and documentation using HR systems or LMS platforms.
- Stay updated on best practices and innovations in learning and talent development.
- Partner with other HR functions to align learning with performance management, career development, and employee engagement.

Employment Type

Full-time

Department

Human Resources

Location

6th of October

Date Posted

May 27, 2025