**Group Learning and Development Manager**

Reporting to Chief People & Culture Officer

Founded in 2014 in the Czech Republic, Rohlik is the European leader of e-grocery in Central Europe. Already active in the Czech Republic ([Rohlik.cz](http://rohlik.cz/)), Hungary ([Kifli.hu](http://kifli.hu/)) and Austria ([Gurkerl.at](http://gurkerl.at/)), Germany ([Knuspr.de](http://knuspr.de/)) and soon in Romania, Italy & Spain under the Sezamo brand. By owning its end-to-end operations, including all technology in-house, Rohlik provides a superior customer experience and the freshest food from local farmers and artisans, as well as a broad supermarket selection.

**Department Overview**

In the P&C team, we take care of people from receiving their CV to the last day of their employment. We hire the best people on the market and we give them comprehensive onboarding to make them feel part of the team from day one. We take care of pleasant matters such as salaries, benefits, development and communication, but also less popular stuff such as drafting employment documents and policies. And of course - culture, performance and talent management are part of our portfolio as well.

**Role Overview**  
In this role, you’ll partner with the Chief People & Culture Officer and key business stakeholders to develop and deliver a comprehensive L&D strategy for Rohlik Group. You will take ownership of creating new programs and development experiences that unlock the potential of our people in innovative ways, making sure that all activities are implemented, measured and have real impact on business.

**What we expect from you**

* Design and scalable learning and leadership development strategies that align to Rohliks’ business priorities
* Design and deliver concrete and well targeted development initiatives to build internal talent bench that enables the future growth of the company
* Implement robust processes for performance and talent management, as well as succession planning
* Reinforce Rohliks’ specific leadership behaviours with Group and Country leadership teams to continue fostering our culture and values
* Create and implement Talent Program on Group and country levels
* Review and continually improve existing development programs to align with our fast paced and rate of change
* Manage budget and vendor relationships for externally-led programs

**What we look for**

* 5+ years experience in a Learning & Development role in an international and multi-country environment, with tangible delivery in learning programs and development initiatives
* Strong project management skills
* Excellent stakeholder management skills; you’ll need to manage sideways and up
* Strong business acumen and alignment to helping the business achieve its goals
* Experience designing, implementing and supporting a continuous learning environment
* Desire to experiment with new approaches to learning & development
* Fluency in English and excellent communication skills

**KPI’s typical for the position**

* # of delivered training activities/training days
* Increasing rate of identified talents in the organisation
* # of identified internal successors
* eNPS
* # of learning experiences delivered digitally

**What we offer**

* Your work will have a direct impact on the company's results
* We will implement your good ideas almost immediately – not waiting for the approval of the headquarters somewhere in the world
* You will not be bound by corporate processes
* Your work has to be innovative and meaningful, we do not want to follow trends, but set them
* Last but not least, we offer a fair reward and possibility of professional growth and education****