**Learning & Development Specialist**

**Reporting to People Growth Manager**

Europe's leading online grocery delivery service. Using technology to deliver weekly shopping (17 000 SKUs) in less than three hours in 15 minute time slots, saving our customers time and giving them freedom and flexibility.

The world needs a better food system, one that is more sustainable, more inclusive and which brings healthier and more personalised food to all. Rohlik Group is leading this change. In every city we carefully select the best quality and freshest local produce to save our customers time; from butchers to bakery, and fresh produce directly from farmers via our unique Farm-to-Door program. We carry all the favourite brands, plus a range of affordable own-label products, so our customers don’t miss out on what they love.

We're dedicated to creating a workplace that thrives on growth, learning, and the pursuit of greatness. Our culture is built on the foundational ingredients of success—continuous personal development, challenging the status quo, and fostering a curious and open-minded environment. Here, every team member is empowered to think big and contribute meaningfully, ensuring that together, we advance not only our careers but also the innovations that drive our industry forward.

**Department Overview**

HR team is at the heart of fostering a nurturing and innovative workplace. We are dedicated to driving growth, facilitating continuous learning, and ensuring every team member's journey is enriched with opportunities and support.

**Role Overview**

Learning and Development Specialist role offers an opportunity to play a pivotal role in shaping the performance, talent management, and growth trajectories of our team. Your focus will be on designing and implementing learning strategies and development programs that enhance skills, drive performance, and support career advancement. You will work with all individuals within Rohlik Group to identify training needs and deliver solutions that foster an environment of continuous improvement and high achievement. This role is crucial for ensuring that our workforce remains at the forefront of industry standards and innovation.

**What we expect from you**

* Identify and analyze learning needs - Assess organizational learning needs through collaboration with critical stakeholders to align development initiatives with strategic goals
* Manage learning resources - Oversee and optimize the use of learning management systems, external training providers, and internal resources to deliver educational content
* Monitor and evaluate learning program effectiveness – Assess effectiveness of training programs, improve outcomes and ROI in terms of employee performance and satisfaction
* Support Performance Culture – Guide our colleagues in processes such as Goals settings, Talent & Performance Review
* Manage Talent Management Processes - Collaborate in the development and execution of talent management strategies that focus on identifying, developing, and retaining high-potential employees
* Promote Learning & Development Initiatives/Foster a learning culture – Be a beacon of constant personal growth, share tips, tricks and ideas how to develop an upskill
* Process standardization and automatization – We are young company that is constantly learning and developing. As we growth a expand, we need to standardize and scale our processes, even in learning and development
* Be an Ingredients role model – Our internal values connects us and brings common understanding of our culture. We are guardians of those values

**What we look for**

* 2+ years of experience in Learning and Development area
* Good command of English (B2 at least)
* Interest in L&D area: You like to teach & develop others; you are happy when others are growing; you see development as an integral part of people’s life
* Performance Management recognition: You understand that performance metrics, goal-setting practices, and individual development plans are helping to achieve organizational objectives
* Tech-Savvy: Ability to leverage technology to enhance learning and development across the organization (Familiarity with Learning Management Systems is a plus)
* Analytical and Strategic Thinking: Ability to analyze training needs and develop strategies that support both immediate and long-term business goals
* Interpersonal Skills: Effective communication, fast decision making, simplificaiton mindset

KPI’s typical for the position

* eNPS
* # of training hours
* Course attendance rate
* Stakeholder satiscation
* Training ROI
* Trainings Efficiency
* # of successful individual development plans

What we offer

* A place where your work will have a direct impact on people in all parts of our company
* Implementation of your good ideas almost immediately
* Company which is not bound by corporate processes
* Opportunity to be part of new initiatives and chance to lead projects
* Last but not least, we mainly offer a fair reward and the possibility of professional growth, also a great bunch of people around

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