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Capability Lead

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Company: Johnson Matthey

Location: Konin

Category: computer-and-mathematical

Job Family:

Manufacturing

Johnson Matthey, a FTSE 250 organisation, is a global leader in sustainable technologies specialising in catalysis, precious metal products, chemicals and process technology. With operations in over 30 countries, we employ more than 12,600 people. We have more 200 years of success behind us; be part of the next stage of our growth journey and help maintain our reputation as one of the most admired organisations in our field. Our unique culture and people give us competitive advantage and will ensure our success for years to come. You can be part of that success story.

The JM Capability Lead will initially create the strategy for building capability and competencies across Operations and then design, coordinate, and execute various programs. This will include and not be limited to performance coaching, operations leadership development, technical operations, and operational excellence training. This role will also be responsible for managing a small team, who provide train-the-trainer programs at sites. Liaising with global stakeholders, the Capability Lead will ensure the appropriate programs are put in place to enhance skill involving operations leadership development, operational excellence, lean six sigma, technical capabilities, and other similar program designs. The Capability Lead will also lead performance coaching train-the-trainer deployments at sites which will develop site expertise building a performance culture with the purpose of improving business results.

Your responsibilities:

Working with business and support function stakeholders, create a strategy and roadmap for building specific technical and leadership capability programs across Operations.

Design, coordinate and execute various training and development programs.

Manage a small team delivering train-the-trainer programs across all 4 Businesses.

Coordinate performance coaching deployments and engagement with site leadership teams

Develop a cross Business network of performance coaches to ensure collaboration and sustainment of coaching within sites.

Develop and execute a standard approach and curriculum for all programs.

Develop training assessments and a return-on-investment model.

Requirements for the role:

Experience developing and executing strategies for capability build across Operations

Training and development experience

Programme/Project management experience

Experience engaging with manufacturing teams

Experience with organisational change

Coaching and operational excellence experience

How you will be rewarded:

We offer a competitive compensation and benefits package including bonus and excellent pension contributions.

At JM, an inclusive culture is integral to our values and ambitions for the future. We are committed to ensuring that everyone can bring their full self to work and thrive in their career.

Welcoming everyone to JM, regardless of their unique characteristics, experiences or thoughts allows us to bring many different voices and experiences together to tackle the world's biggest challenges. Being truly inclusive means that all colleagues feel valued for their differences, views and contributions, and feel a sense of belonging at JM

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