



Career Opportunity

Learning and Development Partner

We are seeking candidates based in Botswana, Malawi, Mozambique, Zambia and Zimbabwe

Role Overview

The Learning and Development Partner will play a pivotal role in supporting the strategic goals of First Capital Bank by designing, delivering, and evaluating training programs that enhance employee skills, technical expertise, and overall performance. This individual will proactively support the identification and development of talent, deliver specialized technical training, and design career pathing frameworks to ensure employees are equipped to meet the bank's operational and customer service standards and contribute to the Banks success.



Key Responsibilities

- Develop and deliver customized training programs for key banking roles, including branch banking, corporate banking and support functions
- Use a blended learning approach, incorporating e-learning modules, interactive workshops, simulations, and on-the-job training.
- Deliver high impact training
- Ensure training materials reflect banking regulations, organizational policies, and industry best practices.
- Collaborate with leaders and HR to identify current and future skills gaps across teams and departments.
- Conduct training needs analyses through performance reviews, talent assessments, and employee feedback.
- Act as a consultant to leadership on employee development, helping integrate training into broader talent management strategies.

Skills, Knowledge, and Competencies:

- Expertise in designing and delivering technical training programs for banking roles.
- Excellent facilitation, presentation, and communication skills, with the ability to engage employees across all levels.
- Proactive approach to identifying and nurturing talent, career pathing, and succession planning.
- Analytical skills for assessing training needs and evaluating program effectiveness.
- Strong interpersonal skills to collaborate with managers, employees, and stakeholders.

Qualifications and Experience

- Bachelor's degree in Human Resources, Education, Finance, or a related field (essential).
- Professional certification in Learning and Development or Training (e.g., CIPD, ATD) is preferred.
- Minimum 3-5 years' experience in training roles within the banking or financial services sector.
- Proven track record in delivering technical training and developing career pathing frameworks.
- Proven experience in developing training curriculums
- Experience working with Learning Management Systems (LMS) and other training tools.

How to apply

To access the full job profile, please visit our careers site:

<https://fmbcapitalgroup.com/careers/>

To apply, kindly enter your details using the link provided below:

<https://fcssl.cloud.processmaker.net/webentry/17/application-form?country=MW>

no later than Sunday, 26 January 2025

Please note that only shortlisted candidates will be acknowledged.