

Coventry City of Culture Trust
Training Manager
Reports to Head of Team Development

Role: Training Manager
Report to Head of Team Development

Salary : Up to £30,000 gross pa dependent on experience

Context

Coventry City of Culture Trust was set up in 2015 to bid to be UK City of Culture in 2021. Now that we have been successful in securing the prestigious title, we are recruiting the team ready to deliver an amazing build-up programme, an ambitious UK City of Culture year in 2021 and legacy.

We are a diverse, modern city which is re-imagining the role culture can play in bringing people together.

Coventry is a city of welcome, a city of activists and pioneers, a city of peace and reconciliation, a city of innovation and invention, a City of Culture.

By inspiring leading artists to work with us, supporting a new generation of artists and makers, nurturing the creativity of young people, welcoming our communities to collaborate, partnering with local schools and universities, supporting high profile tourism campaigns and removing barriers to attendance, we, along with our city partners, encourage everyone to participate in the creative life of their City and region. The Trust is committed to:

- Welcoming 2.5m additional visitors to Coventry in 2021
- Making long-lasting social change in Coventry
- 80% of the city's residents experiencing at least three events in 2021
- Increasing audience attendance from under-represented communities by 20%
- Activating more than 16,000 volunteers and participants
- Starting a wave of cultural investment across the region.

Job Description

The Trust is looking to appoint a Training Manager to lead on the delivery of the Trust's internal training programme and innovative *21 for 21* apprenticeship programme. The postholder will also be required to support and develop other key initiatives.

The Role

- Lead on delivery of a core and bespoke training programme for trust staff members and associates
- Lead on delivering and reviewing a *21 for 21* apprenticeship programme, including leading a recruitment campaign and working closely with internal colleagues and external partners
- Support the development, delivery and review of other key trust initiatives, including the City of Culture Development Programme and the City Hosts Volunteer Programme. To include developing and delivering supporting training activity as appropriate
- Support with monitoring and reporting, including creating statistical and visual reports and reporting as part of Board and key funders updates. Maintain relevant databases and spreadsheets and ensure training and development updates are made in the team's online HR Toolkit



- General administration as required
- To ensure that the health and wellbeing of colleagues, partners and participants are always a key consideration of your work
- To work flexibly as a member of the Coventry 2021 team and contribute to delivering other elements of the team's work programme as required
- Actively engage with the organisation's vision and policies regarding equal opportunities and diversity, artistic ambition, participation and engagement, health and safety, evaluation and monitoring
- To be aware of, and undertake to comply with the Trust's GDPR, Health and Safety and Diversity and Equality Policies

Personal Specification

- Experience of working with apprentices and management of their learning and development activity to the successful completion of their apprenticeships
- Experience creating individual and company training plans and developing, delivering and reviewing training activity with and for colleagues
- Experience of working with company policies and procedures and HR related activity
- Excellent communication, administration, written and digital skills
- Ability to work to tight deadlines
- An inclusive and collaborative leader with a passion and commitment for learning and development and for ensuring the progression of self and others whilst being driven to achieve key targets and meet key deadlines in a fast-paced environment
- A personal and professional interest in Arts, Culture and Heritage
- Excellent organisational and time-management skills and ability to prioritise a diverse workload
- Attributes of diplomacy, confidentiality, trust and respect for colleagues and partners
- To be based in, or be willing to move to within, commuting distance of Coventry

General

We aim to reflect all the city's communities in our workforce and as such candidates from currently under-represented groups, including those with disabilities, are especially encouraged to apply.

Training and talent development within the Trust team and within the wider sector is central to our approach. All postholders are expected to participate in training and development activity and to contribute time and expertise to supporting our training programmes on site and occasionally off site.

This list of responsibilities is not exhaustive and team members will be required to perform duties outside of this as operationally required.

Process

Please submit up to a 2-page letter plus an up to date CV addressing your interest and suitability for the post with reference to the personal specifications.

Coventry City of Culture Trust is committed to equal opportunities and will treat all applications fairly on the basis of written submissions, please complete the anonymous equal opportunities google form available at www.coventry2021.co.uk/jobs.

Applications should be sent to recruitment@coventry2021.co.uk or

Ruth Richardson
Head of Team Development
Coventry City of Culture Trust
Herbert Art Gallery and Museum,
Jordan Well,
Coventry

Timetable

Advertised – Monday 21 February 2020

Applications close – Friday 27 March 2020

Interview date – Monday 1 or Friday 3 April 2020

Salary – Up to £30,000 gross pa dependent on experience

Terms and conditions

- This is a fixed term post until March 2022
- The post is working 39 hours (excluding 30 minute/1-hour lunch) per week Monday – Friday at hours to be agreed between 9am and 6pm with frequent evening work to see shows and events. Flexible working may be agreed
- The salary is paid monthly in arrears
- If asked to work additional hours at the weekend, Time Off In Lieu will be given if approved in advance with the Line Manager
- Pension auto-enrolment is applicable and employer contributions are currently 3%. The Trust's appointed pension provider is NEST. Further details are available
- Holiday 33 days per annum including public holidays. Holiday must be taken at a time to suit all colleagues
- Main place of work is the Trust's Office with frequent attendance at meetings offsite
- There is a probation period of three months during which time the notice period is one week; on confirmation of appointment the notice period is one month
- On appointment the successful candidate must be able to provide the correct documents as proof of their right to work in the UK
- The candidate's contract of employment with the Trust does not come into force until the first day of work

For more information about the Coventry 10-year Cultural Strategy visit www.covculture.com and for more information about Coventry UK City of Culture 2021 visit www.coventry2021.co.uk