



# Role description

Senior Talent Development Manager  
Liverpool

# The opportunity for you

## Executive summary

Reporting into the Head of Talent Development and Inclusion, you will lead the design and delivery of a comprehensive learning and development offering aligned with business needs and strategic goals. You will oversee legal and skills training, manage key development programmes (including international and digital), and play a pivotal role in shaping and embedding the firm's digital learning strategy. You will also act as a senior leader within the Liverpool office and across the wider Talent function, with a strong emphasis on leadership development across all levels of the firm.

## Key responsibilities

### Strategic Learning & Development

- Lead the design and implementation of the firm's digital learning strategy.
- Drive innovation in learning through tools like Lumina Spark and Franklin Covey, embedding them across programmes.
- Design and deliver the firm's blended learning strategy in conjunction with the Head of Talent Development and Inclusion and the Chief People Officer.
- Lead flagship programmes such as the International Associates' Academy, Pathways Development Centre, and Leadership Academy.
- Champion leadership development initiatives, ensuring a strong pipeline of future leaders through targeted programmes and coaching.
- Support the Head of Talent Development and Inclusion in the ongoing development of a suite of partner development programmes, including project management and ensuring application of learning.
- Supporting the Head of Talent Development and Inclusion in development and delivery of an international Talent Development programme, working alongside international colleagues.

### Job title

Senior Talent Development Manager

### Recruiting manager

Head of Talent Development and Inclusion

### Department

Talent

### Working hours

Monday to Friday (09:30 – 17:30)

Working at least 3 days a week from our offices.

### Location

Liverpool

### Perm/FTC

Permanent

### Salary

Competitive

### Working pattern

We are committed to finding the right person for this role and are open to discussing flexible working patterns.

# The opportunity for you

## Key responsibilities

### Programme & Project Leadership

- Manage and evolve apprenticeship programmes (Solicitor, Paralegal, and Business Services).
- Lead cross-firm projects including system transitions, compliance training, and strategic development initiatives.
- Collaborate with external providers and internal stakeholders to ensure high-quality, impactful learning experiences.
- Delivery of the firm's new joiners' programme, including ensuring that we deliver this appropriately on a UKIME basis.
- Use of psychometric tests and personality instruments, including individual feedback.
- Delivering development centre feedback and writing reports.
- Guiding staff on personal development.
- Training Needs Analysis and Evaluation of ongoing training programmes.
- Project management of cross-firm projects, liaising with other Business Services departments and lawyer groups as required.

### Team Leadership & Stakeholder Engagement

- Act as deputy to the Head of Talent Development and Inclusion on Talent Development matters, managing the Liverpool-based team and supporting national and international initiatives.
- Provide coaching and mentoring to team members and colleagues across the firm.
- Build strong relationships with senior stakeholders, including Partners, Directors, and Heads of Business Services.
- Lead leadership development conversations and succession planning efforts in collaboration with senior leadership.
- Occasional delivery of soft skills training or briefings.
- Participation in Knowledge Lawyer (KL) group to implement Knowledge and Learning initiatives (such as working with other groups to implement effective means of sharing learning, ensuring the effective design and delivery of technical training and review of external legal providers).
- Supporting team development events and away days.
- Consideration and approval of vocational training requests.

# The opportunity for you

## Key responsibilities

### Operational Excellence

- Oversee training budgets for key departments, ensuring cost-effective delivery.
- Develop an internal and external network building in order to keep up to date with market best practice to inform our strategy/approach.
- Overseeing the Talent Development Skills budget for relevant practice groups and business services departments, including liaison with key stakeholders.
- Ensure compliance with regulatory training requirements and reporting.
- Responsible for driving efficiency of working practices and reporting through the firm's Learning Management System.
- Sourcing, liaising with and giving feedback to external providers.

### Team Management

- Line manage the Talent Development Programme Advisor, Senior Digital Learning Specialist and Digital Learning Specialist.
- Dotted line management into the Talent Development Senior Assistant.
- Consistently strive to encourage talent to flourish.

# The opportunity for you

## Knowledge, skills & experience

### Essential

- Proven experience in Learning & Development, ideally within professional services.
- Proven people management experience.
- Strong leadership and stakeholder management skills.
- Expertise in digital learning platforms and tools.
- Experience designing and delivering blended learning programmes.
- Excellent communication, project management, and organisational skills.
- Ability to work independently and collaboratively in a fast-paced environment.

### Desirable

- Experience with SAP SuccessFactors or similar LMS.
- Certified practitioner in Lumina Spark and/or Franklin Covey.
- Familiarity with apprenticeship frameworks and government funding.
- MBA or equivalent professional qualification.

# About us

Taylor Wessing is a global law firm that serves the world's most innovative people and businesses.

Deeply embedded within our sectors, we work closely together with our clients to crack complex problems, enabling ideas and aspirations to thrive. Together we challenge expectation and create extraordinary results. By shaping the conversation in our sectors, we enable our clients to unlock growth, protect innovation and accelerate ambition.

## Our UK sector focus



Technology, Media  
& Communications



Private Wealth



Real Estate,  
Infrastructure & Energy



Life Sciences  
& Healthcare

## Our areas of expertise

- Banking & Finance
- Brands & Advertising
- Commercial & Consumer Contracts
- Competition, EU & Trade
- Copyright & Media Law
- Corporate Crime & Compliance
- Corporate/M&A & Capital Markets
- Data Protection & Cyber
- Disputes & Investigations
- Employment, Pensions & Mobility
- Environmental, Planning & Regulatory
- Financial Services Regulation
- Information Technology
- Patents & Innovation
- Private Client
- Private Equity
- Projects, Energy & Infrastructure
- Real Estate & Construction
- Restructuring & Insolvency
- Tax
- Venture Capital

## Challenge expectation, together

With our team based across Europe, the Middle East, US and Asia, we work with clients wherever they want to do business. We blend the best of local commercial, industry and cultural knowledge with international experience to provide proactive, integrated solutions across the full range of service areas.

**1200+ lawyers | 300+ partners | 28 offices | 17 jurisdictions**

# About us

## The way we work

At Taylor Wessing, we never settle for average. We're creative thinkers, problem solvers and continuous learners who excel at what we do and believe our best work is still ahead of us. We are a firm that's large enough for you to achieve your ambitions, but connected enough to be a true community.

You are joining an inclusive culture that allows you to be yourself and balance your work and home commitments. You'll gain access to high-end technology, agile processes and the trust to deliver your best work in a flexible way whilst spending the balance of your time with colleagues in our offices.

## Employee development and career progression

We recognise that our business services professionals are integral to our success and are therefore dedicated to their career development. We offer comprehensive development plans designed to support the growth of our business services people in their respective roles. From technical training to softer skills, these plans are crafted to ensure that our people realise and reach their full professional potential, but also complement our firmwide strategic goals allowing both the firm and our people to flourish.

For a detailed look at these development opportunities and how they can support your career progression, please refer to our [Always Learning Brochure](#). This document will provide an in-depth view of our commitment to skill development and show you the support network available as you advance within Taylor Wessing.

# About us

## Investing in you | Tailored benefits

Your wellbeing is always our priority and we are proud to offer bold and progressive ways of working alongside an excellent range of benefits and perks designed to support you and your family.

### Key benefits

- 25 days' annual leave
- Life assurance
- Group personal pension – salary sacrifice
- Income protection
- In-house and digital GP services

### Health and wellness benefits

- Annual wellbeing allowance
- Private medical insurance (individual)
- Health assessments
- Dental insurance
- Critical illness insurance
- Flu vaccinations
- Eye tests
- Employee assistance programme
- GymFlex
- Counselling sessions

### Lifestyle benefits

- Enhanced family leave – after one year qualifying service, you are entitled to up to 26 weeks leave full pay if you or your partner give birth or adopt a child
- Salary sacrifice electric car scheme (UK staff only)
- Cycle to work scheme
- Payroll giving
- Technology loan
- Health cash plan
- National Art Pass
- Financial wellbeing support
- Interest free season ticket loan
- Cloud Nine – our subsidised restaurant and coffee bar (London only)



# Taylor Wessing in Liverpool



We planted our roots in Liverpool in 2018 and have a permanent presence in Edward Pavilion. Sitting on the vibrant Royal Albert Dock, our investment in this award-winning, state-of-the-art space cemented our commitment to the city and our Liverpool team has grown significantly since.

## Why Liverpool?

Liverpool is synonymous with innovation, creativity and dynamism, all of which make it a natural home for us. We're proud to be part of Liverpool's business community alongside many of the technology and pharmaceutical companies that form the core of our client base.

We've built deep ties with the city since opening our Liverpool office, establishing a relationship with Tate Liverpool, supporting local charitable initiatives and schools and working with The Conservation Volunteers to improve local green spaces.

## Our Liverpool team

Teams based in our Liverpool office support our UK and international business operations, including:

- IT
- Finance
- Talent
- Risk
- Business Transformation
- Business Development, Marketing and Communications.

We also have a number of lawyers based in our Liverpool office, including members of our Disputes and Investigations, Employment and Real Estate groups, as well as members of our Trade Mark practice and Paralegal Operations team.

Anyone who works for Taylor Wessing in Liverpool becomes part of a fully integrated, UK-wide team. This is a fantastic firm for talented people who are intellectually curious, ambitious and want to work in one of the UK's most famous cities.

# Our values

## What we stand for

We are a community of independent thinkers, connected by our values and our drive to challenge expectation. Our values shape what we do and how we do it. We have built a team that reflects the firm's core values and which exemplifies inclusivity. To learn more, [click here](#).

Excellence

Creative

Responsible

Team

Integrity

Respect

## Acting responsibly, together

We're committed to being a responsible business and taking accountability for our actions.

We have high ethical standards and take care of our people. We're reducing the footprint we leave in nature and engaging with our communities through cultural and charity work. Being a responsible business means we're active members of our broader society, of the legal community, and of our clients' sectors.

Whether it's building an inclusive workplace, reducing our waste or supporting the arts; we're actively working together to build a better business, and a more sustainable world.

Find out more about our responsible business initiatives [online](#).

Read our latest impact report by clicking the link below.



**Our Responsible Business  
Impact Report 2024**

[Read the report](#)

# Diversity & Inclusion

## Mansfield Certification



We are proud to announce that we have achieved Mansfield Rule UK Certification Plus for the 2023–2024 period, reaffirming our dedication to diversity, equity, and inclusion within the legal sector.

We're committed to delivering an inclusive culture and a progressive environment where we empower all our people to lead, learn and grow. The Mansfield Rule keeps us and the wider legal profession accountable for achieving and surpassing these goals; over the last year alone the Mansfield Rule has helped us continue to focus on monitoring our recruitment and promotion activities, as well as improving the diversity of our firm.

We've seen tangible changes in our firm from championing diverse voices across all areas of our business, something we want to see continue to flourish in the years to come and with Mansfield as a key partner in building in an inclusive environment for all.

To read more about this fantastic achievement please [click here](#)

## Inclusive Recruitment Charter

Take a look at our new Inclusive Recruitment Charter...

The Charter builds on some of our great initiatives from the last year, like taking part in the 10,000 Black Interns programme, introducing mandatory inclusion training for all our people, and achieving Mansfield Certification Plus.

Learn more about our commitments to being a responsible business by [clicking here](#)

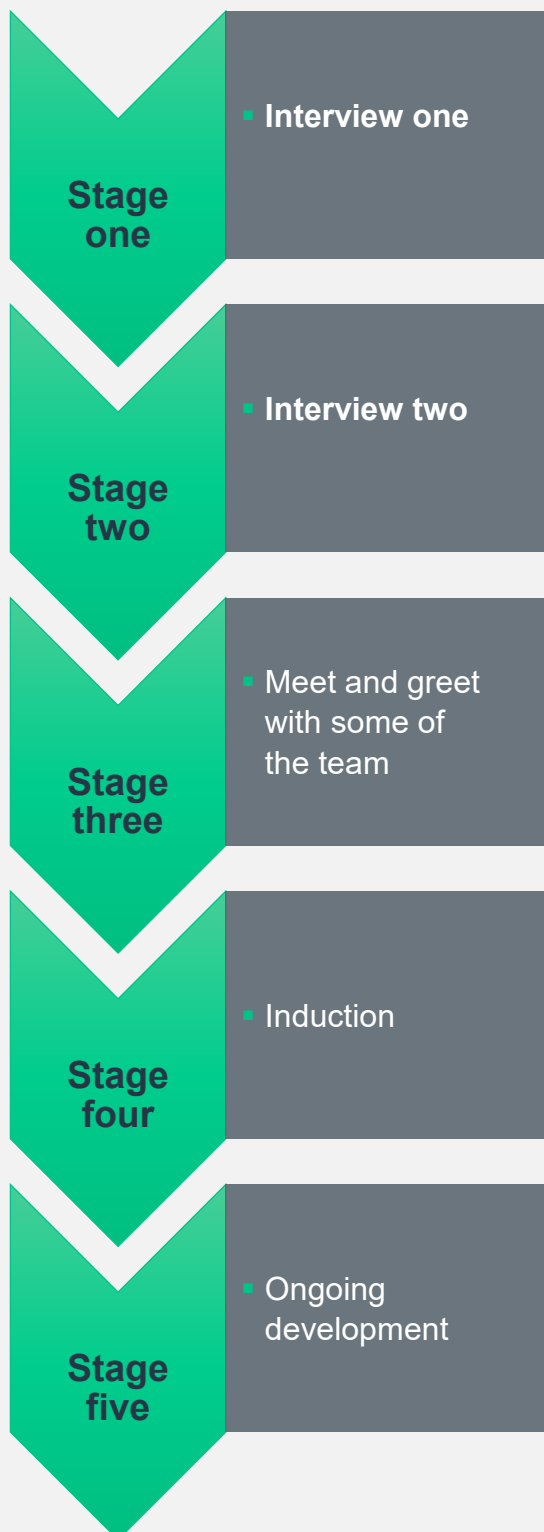
## Responsible Business Networks

We embrace individuality and bring diverse teams together, creating an inclusive work environment where all of our talent can flourish. Our inclusion programme has five priority areas, each with partner champions and network groups, in addition to other networks and societies that bring people together within the responsible business programme.

### Our current networks include:

- Arts Society
- Balance in Business - our gender balance network
- Cultural Diversity network
- equaliTW - our LGBTQ+ network
- Family Matters network
- Social Mobility network
- Sustainability network
- Wellbeing network

# Your recruitment journey



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We are committed to making all stages of our recruitment process accessible to candidates with disabilities or long-term health conditions. If you consider yourself to have a disability or long-term health condition, please feel free to be open about this at any point during the recruitment process this will be dealt with in a confidential manner. If you are not sure what adjustments you require, we will work with you to establish the most suitable adjustments at each stage of the recruitment process.

**2000+ people**  
**1200+ lawyers**  
**300+ partners**  
**28 offices**  
**17 jurisdictions**

<b>Argentina*</b>	Buenos Aires	<b>Mexico*</b>	Mexico City
<b>Austria</b>	Klagenfurt   Vienna	<b>Netherlands</b>	Amsterdam   Eindhoven
<b>Belgium</b>	Brussels	<b>Nicaragua*</b>	Managua
<b>Brazil*</b>	Belo Horizonte   Brasilia   Rio de Janeiro   São Paulo	<b>Panama*</b>	Panama City
<b>Chile*</b>	Santiago de Chile	<b>Poland</b>	Warsaw
<b>China</b>	Beijing   Hong Kong   Shanghai	<b>Portugal*</b>	Braga   Lisbon   Porto
<b>Colombia*</b>	Bogotá   Bogotá, main office	<b>Puerto Rico*</b>	San Juan
<b>Costa Rica*</b>	Guanacaste   San José	<b>Republic of Ireland</b>	Dublin
<b>Czech Republic</b>	Brno   Prague	<b>Slovakia</b>	Bratislava
<b>Dominican Republic*</b>	Santo Domingo	<b>South Korea**</b>	Seoul
<b>Ecuador*</b>	Cuenca   Guayaquil   Manta   Quito	<b>Spain*</b>	Barcelona   Canary Islands   Madrid   Pamplona   Seville   Valencia   Vitoria   Zaragoza
<b>El Salvador*</b>	San Salvador	<b>UAE</b>	Dubai
<b>France</b>	Paris	<b>Ukraine</b>	Kyiv
<b>Germany</b>	Berlin   Düsseldorf   Frankfurt   Hamburg   Munich	<b>United Kingdom</b>	Cambridge   Liverpool   London
<b>Guatemala*</b>	Guatemala	<b>Uruguay*</b>	Montevideo
<b>Honduras*</b>	San Pedro Sula   Tegucigalpa	<b>USA</b>	New York   San Francisco
<b>Hungary</b>	Budapest		

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