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| Job title: *Head of Leadership Development* | Location: *London, One Stratford Place* |
| Function: HRJob Family: HRSub Family: Talent Development & Employee EngagementReports to: Group Talent Director | No. of direct reports: *TBC; envisaged 2 (starts as Individual Contributor)*No. of non-direct reports: *n/a* |
| Budgetary responsibility: Yes – about £100,000 | NGR/P&L: n/a |
| Purpose of role |
| We’re Entain. Our vision is to be the world leader in sports betting and gaming entertainment by creating the most exciting and trusted experience for our customers, revolutionising the gambling space as we go. We're home to a global family of more than 25 well-known brands, and with a focus on sustainability and growth, we will transform our sector for our players, for ourselves and for the good of entertainment.*The Head of Leadership Development is a key leadership role in the Global Talent Team and is accountable for setting the framework and standards for outstanding leadership at Entain.**You will be responsible for improving leadership capability across all levels at Entain, reaching from the ELT (Entail Leadership Team) through to 1st line leaders.* *As part of the Global Talent Leadership team, you will play an important role in the delivery of our talent vision and strategy and will be a role model for excellent leadership.**You will work directly with the most senior leaders, and you will be a major contributor to creating an environment where our leaders have a passion to lead, and the tools and techniques they need to create great people experiences and to drive high engagement.* |
| Key responsibilities |
| * ***Design Entain’s leadership framework*** *in close collaboration with People Partners and the business.*
* ***Define and deploy a standard leadership assessment methodology*** *for all levels of leaders, providing thought leadership and an efficient deployment approach.*
* ***Define leadership pathways*** *and core transitions and build s suite of innovative development interventions to support these key transitions.*
* ***Drive improved Leadership capability through the design and delivery of a suite of effective and innovative leadership development*** *solutions, such as programmes, curated learning, job rotations, mentoring / coaching programmes etc.*
* *Partner with People Partners and / or individual ELT (Entain Leadership Team) members to* ***support individual development planning.***
* *Facilitate* ***internal succession*** *and other ELT moves.*
* *Drive an evolving high-performance culture by creating and managing an innovative approach to* ***High Performing Team interventions****; partner with People Partners to deliver High Performing Team interventions.*
* ***Create and execute a robust approach to measuring the impact of Leadership Development*** *solutions / programmes, which ensures we continue to invest in solutions that drive key strategic outcomes.*
* ***Accountable for Leadership Development budget*** *and 3rd party relationship management*
* ***Act as an ambassador for the Talent function both internally and externally****; promote a culture of collaboration, share knowledge, learning and external best practice across the wider community.*
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| Specialist skills and experience |
| * *Deep Leadership Development expertise, alongside a holistic understanding of the wider talent agenda and how this seamlessly connects. Thought leader in how to develop leaders.*
* *Proven track-record of partnering with and influencing senior stakeholders and of collaborating across the HR function and with the wider business.*
* *Exceptional communications skills both written and verbal and be confident to present with impact and credibility.*
* *Design and governance of leadership development interventions – both in-person, online and blended – including experience in defining approaches to calculate RoI of interventions.*
* *Significant multi-geography leadership experience,*
* *Strong analytical skills ensuring that data is used to create powerful business cases as well as track and draw insight to generate action plans to achieve objectives and course correct.*
* *People leadership within a global environment*
* *Experience in managing wide-set mindset change across an organisation.*
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| Competencies / behaviours |
| * *Strategic framing, scoping and problem solving – an ability to translate the strategic direction into specific, actionable recommendations.*
* *Superb influencer with the leadership presence to shape and impact conversations with ExCo and ELT*
* *Accountable, pragmatic and delivery focused, with the ability to operate both operationally and strategically.*
* *Strong collaboration skills. Proven experience of building strong, inclusive relationships across an international business.*
* *Innovative solution finder; willing to try the new with a “test and learn” approach*
* *Strong level of commercial awareness and business acumen*
* *A high level of personal curiosity and learning, thriving in a constantly growing and changing environment.*
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| **Diversity and equal opportunities:** As a global employer, Entain is committed to providing a safe, fun, and inclusive culture where our people feel like they truly belong.We are a multicultural business that values, celebrates and respects individual differences, so whatever your sexuality, gender, gender identity, ability, age, race, religion or belief, you will have a voice here, and the space to do your best work.Our diverse internal networks provide the support for you to express your views and make a positive difference, all for the good of entertainment. |