



QuestGates Careers and Vacancies

JOB TITLE: Group Learning & Development Manager

DIVISION: Central

OFFICE: Based at Bolton office with travel to other to QuestGates offices.

We are looking to recruit a Learning and Development Manager within our Central Division. You will play a key role in shaping and delivering our people development strategy, ensuring our employees have the skills, knowledge, and opportunities to perform at their best. You will work closely with senior leadership and managers to identify learning needs, design engaging development programmes, and drive a culture of continuous learning across the business.

This is an exciting opportunity for an experienced Learning and Development professional who is passionate about supporting growth, improving capability, and fostering career development in a dynamic, forward-thinking organisation.

To be successful in the role you will need to demonstrate creativity, strategic thinking, and a hands-on approach to implementing impactful learning initiatives on behalf of QuestGates.

Key Skills:

- Strong background in learning and development within financial services, insurance, or a regulated legal environment
- Excellent communication and presentation skills, both oral and written
- Ability to design, deliver, and evaluate learning programmes to meet business objectives
- Proficient in using digital learning tools and learning management systems (LMS)
- Highly organised with the ability to manage multiple projects and priorities
- Demonstrates personal and professional integrity and leads by example
- Collaborative approach with strong stakeholder management and influencing skills
- CIPD Level 5 (Learning & Development) qualification or equivalent
- Proven experience in developing leadership, management, and professional skills training



The role involves:

- To develop and implement the organisation's learning and development strategy in alignment with business goals
- To identify training needs through consultation with managers and analysis of performance data
- To design, coordinate, and deliver engaging learning programmes and workshops
- To manage and maintain the learning management system (LMS) and e-learning resources
- To evaluate the effectiveness of training interventions and provide recommendations for improvement
- To support the development of leadership and management capability across the business
- To work collaboratively with HR colleagues on talent management and succession planning initiatives
- To promote a culture of continuous learning, innovation, and professional development
- To manage relationships with external training providers and ensure value for investment

The Package:

- Competitive salary
- Enhanced contributory pension
- Performance related bonus
- Flexible benefits
- Enhanced family leave
- Electric car scheme
- Voluntary benefits schemes
- Birthday holiday
- Share purchase scheme with interest free loans



Hours of work:

Standard working week is 35 hours, Monday to Friday.

Closing Date for Applications:

Close of business on Friday 21st November 2025.

Contact details:

If you would like further information about this vacancy or wish to apply, please contact Siobhan Bullock on 07885 456254 or email recruitment@questgates.co.uk by the closing date.