



# Job Description

9th Floor Tanzanite Park, Victoria, Dar es Salaam, Tanzania | +255 758 778 886 | info@empower.co.tz

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<b>Job Title</b> Learning and Development Manager	<b>Job Location</b> Dar es Salaam	<b>Category</b> Human Resource (HR)
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<b>Job Type</b> Full Time	<b>Job level</b> Manager
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**Open to Expatriates**  
Only Open to Tanzanian Nationals

## Minimum Requirements

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<b>Min Budget</b> -	<b>Max Budget</b> -	<b>Primary Industry</b> Automotive: 4 Years
<b>Secondary Industry</b> FMCG, Retail & Wholesale: 3 Years	<b>Primary Category</b> Human Resource (HR): 5 Years	<b>Secondary Category</b> Training & Coaching: 3 Years
<b>Certificate -</b>	<b>Qualification -</b>	

## Summary

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The role involves Developing and implementing learning strategies and programs. For more info view job

## Responsibilities

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- Create and execute learning strategies and programs
- Evaluate individual and organizational development needs
- Implement various learning methods companywide (e.g. coaching, job-shadowing, online training)
- Assess the success of development plans and help employees make the most of learning opportunities
- Help managers develop their team members through career pathing
- Track budgets and negotiate contracts
- Hire and oversee training and L&D Specialists
- Developing and implementing learning strategies and programs
- Designing courses, career plans, workshops and more
- Maintaining budgets and relationships with vendors and consultants

## Education & Qualifications

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- BSc/BA in Business, Psychology or a related field

## Requirements

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- Proven experience as an L&D Manager, Training Manager or similar
- Current knowledge of effective learning and development methods
- Familiarity with e-learning platforms and practices
- Experience in project management and budgeting
- Proficient in MS Office and Learning Management Systems (LMS)
- Excellent communication and negotiation skills; sharp business acumen
- Ability to build rapport with employees and vendors

## **Driving Licence**

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Not Required

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