



VACANCY

Global Learning & Development Manager

Requirements

- Over 5 years of experience
- In Learning & Development
- And in project management
- Knowledge of LMS/LXP systems
- Within dynamic organizations and an international/global scope
- Excellent written and spoken communication in English
- Ability to build and leverage a network and manage stakeholders

 **Rotterdam**  **Minimum of 5 years experience**

A close-up photograph of a person's hands wearing blue nitrile gloves. The hands are holding a clear glass beaker. The background is dark blue. A white arrow-shaped graphic points downwards from the top of the text area.

Caldic provides innovative life science solutions and specialty chemicals for the food, pharma, personal care, and industrial sectors. The global company was founded fifty years ago and is still growing – fast. The Global Learning & Development Manager manages the cross-regional creation and implementation of L&D programs.





ABOUT THE COMPANY

Caldic

Caldic touches the lives of hundreds of thousands of people every day. They create innovative and sustainable solutions in life sciences and specialty chemicals for the food, pharma, personal care, and industrial markets. With a leading presence in Europe, North America, and Asia-Pacific, their strengths lie in their global network combined with local expertise. Caldic has stood out as a rapidly growing, innovation-driven organization in recent years. The company employs about 3,500 people worldwide, serves over 30,000 customers, and earns approximately three billion dollars in total annual revenues.

Caldic has recently been acquired by Advent International, one of the largest independent private equity partnerships and highly experienced in the global chemicals industry. The acquisition accelerates Caldic's growth and enables the company to continue to provide high-quality products and services to customers worldwide. With Advent's support, Caldic has recently acquired several players across continents, further strengthening its global position.

The Caldic organization has a strong regional component. After all, regional networks and regional business are what drives Caldic's success. Yet, especially given the recent mergers, there is a need for a global HR function to coordinate programs, and ensure that best practices from regions are implemented elsewhere. The Global Learning & Development Manager will lead the global efforts toward designing and implementing a solid learning and development strategy and appropriate systems and tools.



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The position of Global Learning & Development (L&D) Manager is a new role within the global HR organisation of Caldic, reporting to the Global Vice President of HR. The global HR team works on implementing a global HR strategy, and on integrating, harmonizing, and streamlining tools and systems in the HR and organizational domain. The Global L&D Manager will manage and coordinate the design and implementation of L&D programs and initiatives for all of Caldic's regions and departments.

The Global L&D Manager is the central liaison and strategist for company-wide learning and development projects. Examples include the roll-out of the Sales Academy, which has been piloted successfully in the European region, but also the (co-)creation and implementation of similar Academies for leadership development as well as functional and personal development. The Global L&D manager also ensures all onboarding and compliance trainings are up to date, and takes the lead in coordinating the implementation of a new, global learning management system (LMS).



These projects will be supported by the regional HR teams, external providers, and (interim) global team members. The Global L&D Manager ensures proper coordination and stakeholder management between all relevant parties. They are an approachable member of the global head office who connects easily with both the HR teams and other business functions and departments in the regions, thereby building a solid understanding of global L&D needs.

This is an exciting challenge for a candidate who has at least five years of experience in roles with a strong L&D component, as well as experience with project management. The right candidate may come from a strategy consulting or private equity background with a spike in aforementioned domains; or may have worked in HR roles within corporates or scale-ups. Some experience with working in smaller, dynamic organizations is key in order to hit the ground running at Caldic – a fast-growing organization where processes are still in flux. The right candidate is pragmatic, has strong communication skills in person and on paper, and is comfortable building business cases and board-level presentations around global L&D initiatives. In this role, the Global L&D Manager gets the opportunity to specialize in the L&D domain while shaping the global L&D program of a fast-growing, highly successful company. ■



Interested? Caldic is working with Top of Minds to fill this vacancy. To express your interest, please contact Emma de Wit at emmadewit@topofminds.com.



“The Global L&D Manager builds a network within the organization, allowing them to always be up to date on developments within the organization, and to be a valuable sparring partner for local teams. The Global L&D Manager combines this with domain expertise and strong coordination and communication skills. The role also has a pragmatic component: the Global L&D Manager knows how to balance between planning and (swift) execution.”

Femke Krabbenborg, Global Vice President of HR