

## Role: Lead Transport Instructor

Location: NorthEast with UK wide travel (Hybrid)

Job Family: People and Culture

Terms: Personal Contract

Flexible Hours – 37.5 hours, Monday to Saturday

Reporting Line: Instructor Team Lead

Salary: £40,872

### **The Role:**

Design and deliver engaging and best practice Transport training as part of our Operational Excellence transformation.

Training will include delivery of LGV driver training including, CPC, EU tachograph compliance, safe and fuel-efficient driving, vehicle and trailer familiarisation, load security. This role will also be required to design and introduce a specific safety and security e-learning curriculum for our driver community.

### **Position Accountabilities:**

Support the implementation of a group wide Learning & Development strategy by providing the skills training needed to develop and deploy our current and future workforce.

- Line management responsibilities of the current instructor.
- Develop ways of working that builds relationships with our internal customers.
- Deliver transport training to ensure individuals and teams have the capabilities they need to undertake our operations safely and competently.
- Work in collaboration with other experts (internal and external) to continually improve our Transport curriculum.
- Provide a supportive and engaging learning environment.

### **Training Curriculums:**

- Provide guidance and mentoring to groups of learners in order to train, monitor and assess skills and competency.
- Deliver training in existing working practices, methods, and procedures in line with Company Policy.
- Keep up to date with new training practices and equipment; identify and develop new training solutions that meet the continued needs of the business.
- Evaluate the effectiveness of training on staff development and suggest ideas for continual improvement.
- Prepare, develop and carry out practical and theoretical training and assessments.
- Ensure assessment strategies are inclusive.
- Prepare learner progress reports in respect of training carried out.
- Provide advice and guidance to assist in the procurement of training from external providers.
- Working with our HSE Training Manager to design and introduce a specific safety and compliance e-learning curriculum aimed at supporting our driver community.

### **Physical Demands:**

This role will require a good level of fitness.

### **Special Requirements:**

We require the applicant to hold a Class 1 driving license and RTITB Driver Assessor CPC certificate with up-to-date knowledge of driving hour regulations.

### **Preferred:**

Experience and knowledge of working with a variety of trailers.  
Transport Management Driver CPC.

**Knowledge, Attitude, Experience & Skills:**

- Experience of delivering training using a variety of methods.
- Existing Train the Trainer and/or Coaching experience.
- Previous knowledge and experience of working in a Transport environment.
- Instructional certification such as ITSSAR or RTITB or be willing to undertake training to achieve certification.
- Understanding of learning through different tools and methods.
- Appreciation of modern training techniques ie coaching, mentoring, technology based, on the job, e-learning, workshops and in classroom.
- Awareness of inclusive assessment methods.
- Ability to plan, multi-task and manage time effectively.
- Strong writing and record keeping ability for reports and training.
- Identifying, creating, and applying standards and processes.
- IT Skills.
- Demonstrates an outgoing, enthusiastic, and confident personality with a pro-active 'can do' attitude.
- Embraces change.
- Customer focused with a desire to engage and develop our people.
- Creativity and curiosity for innovation .
- Desire and ability to learn through a continuous improvement mindset.
- Drive and Enthusiasm to take on new ways of working/standards and champion their use.
- Forward thinking and proactive when looking at training opportunities.
- Comfortable in questioning and challenging the status quo.

**Communication:**

- Good communication skills, both written and oral at a technical level.
- Confident, clear, and engaging when presenting to groups.
- Coaches and helps others.
- Uses accessible language and communication; checks understanding of others.
- Encourages and supports learners through a range of communication styles.

**Compliance:**

- Process and compliance focus with good attention to detail.
- Champions safety always.