MUIRÍOSA
FOUNDATION

Person Specification

Learning and Development Manager

Clinical Nurse Manager III / Social Care Manager III, or equivalent

Reports to: Director of Quality and Development

Unless otherwise stated, all criteria are essential.

Education and Qualifications / Eligibility Criteria	**Essential** • Relevant Level 8 qualification, or an equivalent combination of relevant professional qualifications and experience appropriate to the role. **Desirable** • Relevant postgraduate qualification.
Work Experience	**Essential** • Significant experience in learning and development, workforce development, practice development, organisational development or a related field. • Demonstrated experience of leading and developing staff, setting priorities, managing competing demands and leading a learning, workforce development or comparable function, service or significant programme of work. • Experience of identifying workforce and organisational development needs, translating evidence and priorities into appropriate learning and development responses, and evaluating their impact in practice. • Experience of using digital learning systems/LMS and learning data to support planning, monitoring and assurance. • Experience of working collaboratively with operational and professional managers, building effective relationships and influencing across organisational boundaries. **Desirable** • Experience within disability, health, social care or another regulated environment. • Experience in leadership development, coaching, mentoring, practice development or organisational development. • Experience of supporting organisational change and embedding improvements in practice. • Experience of accessible and inclusive learning design, co-production, or working with people with different communication, accessibility and learning needs.
Knowledge and Skills	• Strong understanding of adult and organisational learning and contemporary approaches to workforce and practice development. • Understanding of inclusive and accessible learning approaches that respond to differing strengths, needs, preferences, communication and accessibility requirements. • Ability to use organisational evidence, quality findings, workforce information and the experiences and priorities of people supported to inform development priorities. • Ability to use collaborative, evidence-informed problem-solving to understand needs and barriers and identify appropriate learning, practice-development or organisational responses. • Ability to evaluate effectiveness, application and impact in practice and provide clear, proportionate reports and assurance. • Strong digital, data, communication, collaboration and influencing capability.
Leadership and Attributes	• Provides clear, supportive and accountable leadership and develops staff through supervision, feedback, performance development and appropriate delegation. • Creates a collaborative and psychologically safe team environment that supports open communication, respectful challenge and shared accountability. • Demonstrates strategic thinking, sound judgement and the ability to prioritise according to evidence, organisational need, risk and available resources. • Builds constructive relationships and works effectively across Quality and Development, operational, professional and support functions. • Demonstrates a rights-based, person-centred, neuroaffirmative, inclusive and improvement-focused approach. • Is reflective, adaptable and committed to the values and ethos of Muiríosa Foundation.
Other Factors	• Ability to travel regularly across Muiríosa Foundation locations. • Full driving licence and access to appropriate transport, or ability to meet the travel requirements of the role. • Flexibility to respond to organisational priorities, including occasional work outside standard hours where required. • Commitment to responsible use of organisational resources.

November 2026