

VACANCY



The positive growth at MTC, Namibia's leading telecommunications company, now warrants appointment in the following vacancy:

Learning & Development Practitioner (C4)

The incumbent will report to the **Learning & Development Manager**.

Job Competencies Include:

The role implements training programmes to equip employees with the necessary skills and knowledge for improved performance while aligning with business objectives and industry standards. The role aims to enhance employee performance, boost productivity, and improve company culture.

- Stay abreast of industry trends, learning methodologies, and emerging training technologies, such as AI-driven adaptive learning and chatbots for personalised training.
- Ensure compliance with training regulations and corporate training standards.
- Design and implement competency-based training programmes using various formats, including digital learning, microlearning, gamification, and blended learning models.
- Use a Learning Management System (LMS) for training deployment and tracking.
- Develop and update training content in collaboration with subject matter experts to ensure competency-based training material.
- Conduct training sessions using face-to-face, virtual, and blended learning methods.
- Support change management initiatives by facilitating knowledge transfer and skills building.
- Enhance learning engagement through gamification strategies and mobile-friendly microlearning modules.
- Foster a collaborative learning environment where employees can share insights and best practices.
- Design and implement evaluation tools to measure the effectiveness and impact of learning solutions.
- Use data analytics to track learner progress, identify trends, and recommend improvement.
- Use both qualitative and quantitative feedback to refine and enhance training programs.
- Measure the impact of on-demand and AI-driven learning solutions on employee performance.

Qualifications and Personal Competencies:

- 3-year bachelor's degree in Human Resource Management or related
- Diploma in Training and Development
- 5 years' experience in training, course design and facilitation
- 3 years' experience in identifying needs and evaluating training outcomes
- Proficiency in instructional design, curriculum development, and training facilitation
- Understanding of business drivers and ability to link training to organisational performance
- Excellent competence in LMS implementation, e-learning, and digital learning trends
- Strong change management skills with the ability to facilitate learning adoption and behavioural change.
- Continuous learner who adapts to industry and technological trends
- Ability to work across departments and with external stakeholders to drive learning initiatives
- Understanding industry regulations and ensuring training aligns with legal requirements
- Must have a valid driver's licence
- Must be a Namibian citizen or have permanent residency

Application Closing Date: Wednesday, 30 April 2025

Apply via the recruitment site: https://jobopportunities.net/jobs_search.aspx

Application: **(Please state the position you are applying for)**

No hand-delivered applications will be accepted.

NB: Only short-listed candidates will be contacted, and NO CVs or documents will be returned.

* Previously disadvantaged people are encouraged to apply.
MTC is an equal opportunities employer and offers a competitive remuneration package to the successful candidate.



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