



Job Specification

For: Engagement Specialist

Ref: VR/01296

Job Description

Full time 37 hours per week (will consider 0.85+ FTE)

12-month fixed term contract

Location: Chatham, Kent

Salary: £33,000

Play a key role in a new company initiative, focused on growth for the business and employees. This training organisation is looking for an Engagement Specialist who is passionate about making a difference across a growing training organisation. You will support initiatives to enhance the employee experience, foster a culture of growth and creativity, and drive stakeholder engagement. Site-based with occasional hybrid / remote working – 37 hours per week, although 0.85+ fulltime equivalent will be considered.

Excellent benefits which include:

- Six weeks pro-rata paid holiday (plus bank holidays)
- Generous contributory pension
- Funding for continuous professional development and personal growth
- Mental Health and Wellbeing support
- Private healthcare
- Cycle to work scheme.
- On-site gym

This is an exciting opportunity to join a company with an ambitious vision: *to be the UK's most innovative training design and delivery partner, trusted by customers to prepare them for tomorrow.* They have a long and very successful contract based at the Royal School of Military Engineering (RSME) in Chatham.

The company is committed to creating a diverse and inclusive workplace. All applications will be considered. They provide support through Mental Health First Aid and Coaching and Mentoring schemes. They are ISO accredited and have a Gold Award in the Medway Healthy Workplaces Programme. They have won several Health & Safety awards and recently won a Princess Royal Award for one of their employee learning and development programmes.

The company is passionate about the success they deliver for their learners, partners, and local communities, empowering people to be ambitious, solution-focused, proactive, and creative thinkers.

The Role:

As an Engagement Specialist, your work will involve:

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Sappers Network
RHQ RE, Ravelin Building
Brompton Barracks
Chatham, ME4 4UG
Tele: +44-(0)7496 083483



- Designing, Implementing, and Evaluating Engagement Activities: You'll lead the charge in crafting and executing creative engagement strategies that resonate with employees and reflect our Values of 'Investment in People', 'Innovation' and 'Collaboration'.
- Cross-Team Collaboration: Working closely with our Quality Improvement team, Internal Communications Lead, People Team, and Commercial teams, you'll break down silos to foster a culture of collaboration and excellence.
- Voice and Recognition: Through coordination and analysis of employee feedback, you'll amplify the voice of individuals, driving continuous improvement and celebrating successes.

Additional experience to support your role:

- Exhibits a robust understanding of employee engagement principles and best practices, coupled with excellent communication.
- Brings creative thinking to the table, with a track record of delivering impactful engagement campaigns.
- Is highly organised, a confident communicator, and adept at building relationships across all levels of an organisation.
- Experience of creative authoring, data analysis, employee voice programmes, project management, and the design and delivery of training activities.
- Potentially a degree or professional qualification in relevant area such as organisational psychology, customer service, communication, business administration, and/or a training or learning & development qualification.

Full Job Description is available on request. Closing date Friday 10th May 2024, although this is subject to change allowing for market conditions. Candidates need to provide a cover letter.

Armed Forces Covenant – We offer guaranteed interviews to military veterans if they meet the selection criteria.

All posts are subject to a Disclosure and Barring Service application. The company follows the DBS Code of Practice.

Compiled by : **Fiona Louch**
Compiled on : **04/29/24**

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