



Scottish Leather Group

Role Profile

Role: Trainer

Location: Bridge of Weir

Reporting to: Operations Training Manager

Scottish Leather Group

Scottish Leather Group Limited is the largest manufacturer of leather in the United Kingdom employing over 600 employees globally, across 7 locations including Scotland, China, Germany, Mexico and the USA. We are proud of our heritage as a long-standing Scottish manufacturer, which is steeped in tradition, and we have prospered through the years by continuously looking forward by adopting best in class manufacturing principles.

Partnering with hundreds of prestigious brands in more than 60 countries, our vision is to be the most successful and respected group of leather manufacturing companies in the world and we are passionate about leading sustainable manufacturing practices, continuous innovation and outstanding service.

Our specialist leathers are produced for a wide range of industries including automotive, aviation, bus and coach, rail, furniture and custom projects. Our customers include Aston Martin, Volvo, Jaguar Land Rover, Ford, Emirates Airlines, Boeing and Philips.

The philosophy of Scottish Leather Group is a desire to establish the highest industry standards for quality, innovation, value, service and care for the environment whilst upholding our Company values; Integrity, Honesty, Fairness and Respect.



The Role

Reporting to the Operations Training Manager, this hands-on role is responsible for supporting the delivery of operational and apprenticeship training to drive individual growth and further business success. You will be responsible for delivering defined onboarding programmes, including operational health and safety, job assessments to confirm competence and supporting value added training to improve operational efficiencies. You will also support the apprenticeship programme and imputing data into the Learning Management System (LMS) as required.

Key Responsibilities

- Contribute towards continuously improving safety culture through near miss reporting, coaching and living the company values.
- Delivering hands-on operational training activities throughout the employee lifecycle including onboarding, health and safety sign-off and job competency and improvement.
- Contributing towards relevant auditing processes that confirms employees are trained and competent in their roles in line with the skills matrix.
- Ensuring training is delivered in line with agreed time frames across all platforms of delivery.
- Support the ongoing development and maintenance of the Learning Management System, making recommendations for change as and when required.
- Ensure there is a safe working environment at all times.
- Comply with Statutory and known Company procedures at all times.
- Support the apprenticeship programme as required.

Experience Desired

- Demonstrable experience in a similar role
- Experience of working within the Cutting department
- Ability to manage a multitude of tasks, processes and priorities to achieve all agreed objectives and deadlines
- Excellent communication and interpersonal skills and with a strong customer focused approach to meet requirements of internal and external customers alike
- Excellent planning and organisational skills with the ability to prioritise workloads in line with business needs
- Good IT skills with the preference of having knowledge of a Learning Management System

Key Competencies Required

Communicating Effectively

- Clear, concise, consistent and relevant for individual situations and understands, manages, and clarifies expectations

Role Model

- Being an exemplary role model and taking the lead in promoting and living our values

Develop Yourself

- Invests in personal development, is self-aware, authentic and open to feedback

Attention to Detail

- Your work is complete and accurate

Initiative

- Doing it before being asked

Customers

- Concern for external and internal customers

Teamwork

- Actively develop and maintain beneficial relationships and contribute towards a common goal

Being Organised

- Achieve results by prioritising workload, effective time management and showing efficiency with resources available and monitoring progress

Key relationships

- HR Team
- Health, Safety and Wellbeing Team
- Operational Managers and Supervisors
- Apprentices