

## **Join the workplace rebellion as a Learning and Performance Consultant**

Since launching Solvd Together in November 2019, we have grown from two founders to eight employees and associates. Our clients include Deloitte, Legal and General, Novo Nordisk, Beko, HSBC, Sainsbury's, and other companies based in Europe and the US.

As we keep growing, we are looking for experienced, super-skilled Learning and Performance Consultants who want to make a real difference in the learning industry and have a positive impact on the employee experience

As a Solvd Together consultant you will deliver lots of different types of projects, both internally and with our clients. We use human centred design to create blended learning programmes, implement learning technology, and develop the capability of our clients' learning teams.

Our clients work with us because our insight, bravery and innovation cannot be found elsewhere in the industry. We don't do e-learning or traditional training. We solve business problems with experience design, action learning and performance support.

We deliver outcomes quickly and to the highest standards, so it's important that you work fast and are obsessed about problem solving. We always focus on the challenges and solutions for the end-users, as their success delivers the success for the client company.

At Solvd Together we have a flat hierarchy, and we put our people first. This means everybody has the autonomy to make their own decisions. This works because the entire team takes responsibility for themselves and their tasks, and because we are a diverse group of thinkers who are supportive, collaborative and bring a ton of can-do energy.

To fit in, you must enjoy helping those around you and always look for ways of having an impact through what you do. We always try to have at least two consultants on each project, so we continuously learn from each other via collaboration, coaching and mentoring.

### **The role**

To be successful and feel fulfilled in Solvd Together, you must share our values and want to work with people who care deeply about making a real difference whilst doing what is right for our clients.

You must have a minimum of 4-5 years of relevant experience as an in-house, or external, consultant. Our solutions address real business problems, which is why having internal or vendor experience from sales, marketing, technology, HR or leadership will be very beneficial.

We need people who are independent and creative thinkers, who are technically proficient, able to communicate effectively in-person and online, and who have experience of delivering end-to-end learning solutions using a human-centred design process like 5Di.

The main skills and experience we are looking for are:

- Amazing stakeholder management (interpersonal skills, planning and execution)
- Super organised project and programme management (agile)
- Client/business challenge analysis (based on 5Di or a similar Design Thinking approach)
- Human centred analysis (based 5Di, or a similar product development or research approach)
- Creative design experience (product development, facilitation, platforms, social, content)
- Innovative solution development (working with your colleagues and their vendors to produce facilitated experiences, digital content, films, copywriting, infographics, portals and websites)
- Deployment of your solutions (product management, engagement campaigns, operations)

**We ask for a lot, and because of this we offer**

The greatest team there is to work with. Everybody at Solvd is at the top of their game, and happy to share and work together.

We pay competitive rates that reflect the experience our consultants bring. Your salary will always be adjusted to reflect the value you bring to Solvd and our clients.

Our team get 28 days of holiday per year (including bank holidays), pension contributions, spot-bonuses, and rewards for great work.

We work 9-day fortnights, where we work an hour extra for 9 days and then close our (virtual) office every other Friday.

Solvd has a WFA policy (Work from Anywhere), meaning you can work flexible hours from any location that suits you. All we ask, is that you are available for online meetings during normal office hours, and that once we open our London office, you will attend 2-4 monthly team days in London, and meet with the team and UK/European clients for another 4-8 days per month.

We always aim to have fun at work. We arrange monthly socials, we have a 10-week-Solvd-cup for our weekly Friday drinks, and we regularly have activities such as online cocktail making classes or games.