



Learning & Development Manager

Reach your career goals with EirGen Pharma, your future could be here

Would you like to be part of a company that has the courage, innovation, and capability to improve and enhance patient lives across the globe?

EirGen was founded in 2005 and since then we have continually grown and now employ over 180 employees at our site in Waterford. Our strengths lie in our capability to rapidly introduce new products and add additional volume to existing products - ensuring supply for new product launches and expanding market opportunities.

What makes us different is that while we continue to grow our business we have still maintained that small company feel to our culture which enables us to ensure that our employees are always front and centre in everything we do. By creating a progressive and dynamic working environment, where hard work and enjoyment aren't mutually exclusive, we have created a high performing, people-centric culture which allows us to work in an environment where the focus is always on ensuring that the patient comes first.

About the Job

In this role, as part of the HR team you will be responsible for setting up, developing and implementing a company-wide training and development strategy, in line with business and operational requirements.

You will:

- Sit as a trusted Business Partner to the EirGen Management team.
- Provide coaching and supporting resources to the Extended Leadership team in all elements of individual and team development, developing a coaching and knowledge-sharing environment to enable a high performing organisational culture
- Lead the business training and development strategy to maximize support from external bodies
- Lead relevant strategic initiatives for the site (e.g. in relation to people development, technical upskilling, building critical competencies, etc.). This includes design and delivery of customized training plans for new and existing employees
- Support managers in the development of functional capability matrices in combination with career path mapping
- Manage an effective programme for the induction and on-boarding of new hires
- Set up and lead the graduate development program(s); provide support to graduates and managers as required
- Manage the site training budget and the further education assistance program
- Build and manage strong relationships with external partners of choice



- Identify training and development needs company-wide by conducting learning needs analysis, ensure that the required programmes are implemented and evaluated for effectiveness and return on investment
- Be responsible for GMP Training and management of delivery by supporting team
- Ensure that the training system is effective, efficient, and in compliance with regulatory requirements
- Oversee, review and revise existing training materials to ensure they meet industry best practices and Eirgen Pharma's internal requirements
- Complete regular reviews of all training programmes and produce regular performance reports, to collate statistics and provide a coordinated analysis of the impact of training.
- Ensure requirements of Eirgen Pharma safety statement are implemented and continuously promote a positive safety culture by leading by example
- Work to maintain site training completion levels (> than 90%)
- Record and issue certificates / training records to participants who have completed training
- Assist in the preparation for customer / regulatory inspections to ensure efficient and accurate document retrieval

About you

You are educated to degree level or equivalent in Life Sciences/Training/L&D, with a minimum five years' relevant experience ideally in a Pharmaceutical or regulated manufacturing environment and preferably with some project management experience. A proven track record of delivery of strategic business development plans whilst maintaining good strong relationship management is also required along with expert knowledge of the principles and methods for design and delivery of training material. You have managed training systems in a regulated environment and evaluated training and development activities to show impact and ROI.

You demonstrate strong interpersonal, facilitation and presentation skills, and you will draw from your many attributes such as your ability to manage change and transformation within the organisation and to manage any challenges positively. You are a natural leader and influencer, driven by the task/project while showing flexibility to ensure results are achieved.

You are strategic and you excel in planning, multi-tasking and time management. You have the ability to self-reflect and self-manage with high emotional IQ, you enjoy gaining knowledge, coaching others, continuous improvement and solving problems.

Working at EirGen – What to expect

At EirGen, we have developed a diverse, people-centric, high performance culture where people are enabled to achieve their potential.

If you are working at EirGen, then we think you've got something special. Our employees are high-performing and work as part of a cohesive team, they are dedicated people who are driven to succeed and are rewarded with competitive salaries and an attractive range of benefits including opportunities for career progression and continuing education.



Apply for the above role by sending your CV to opportunities@eirgen.com including the job title in the subject.