

Manager, Learning and Development

52% of the world can't access healthcare: we're a business that does something about it. Join us.

How does it work? We've built an app that works offline, and then go to more rural areas and train the health workers and independent people to be a decentralised network of field agents. They collect data on health needs, run targeted awareness and screening campaigns (which is productised and funded by a huge range of global companies) and then order and manage the distribution of private sector medicines, insurance plans and community health products! We're now looking to enhance this platform more, and become a comprehensive, end-to-end health service for less urbanised.

This isn't an easy task, but we're doing it – this isn't all talk! 5 countries, 5,500 agents trained, 50 core staff, and 500,000 lives touched so far. Most of this growth came in 2021, and we are planning to double this in the next six months too...

Why work with us? We are a tech start-up, in a unique space, with a new value proposition to build a socially minded business models for half the planet. You get to be creative, move fast, own truly important things, grow, and help people. We're not a charity either, we are redesigning how affordable healthcare is delivered through truly innovative business and service delivery models – we've raised VC money and are revenue generating and are focusing on our scale up.

We already work with over half of the world's largest pharmaceutical companies and have footholds in five markets, including India and Indonesia (with close to 20% of the world population there – with more growth and partnerships planned), and Philippines, Cambodia, and Kenya too! We're just getting started though, so get onboard: do something that matters.

Learn more on [our website](#), find some of our features in the news ([Tech in Asia](#) , [Straits Times](#), [with our founder story](#), or [Facebook talking about us](#)? Or just Google reach52!), [watch this explainer video](#) – or just get in touch! 😊

Who are we looking for?

reach52 is looking for a Learning and Development Manager to help our employees, contractors and partners advance their skills and knowledge, be it as part of their onboarding or on-going training, or specific ad-hoc programs or requirements for our business partnerships (i.e. running health worker education campaigns, or patient education campaigns) in an efficient, effective and modern manner (i.e. not just reading through a list of things, but gamifying the experience!).

In this role, you should be passionate about helping people actually learn and grow, people would range from executives to college graduates, to medical professionals, to government volunteers, to underserved communities, and to anyone else reach52 is working with too, so excellent communication in multiple contexts and cultures is essential!

Ultimately, you will help not just our organization succeed, but also everyone else involved, by training and developing!

Title: Manager, Learning and Development

Project Duration: Full time with probation period

Start Date: ASAP

Location: India or Philippines

Reporting to: CEO, and HR Lead when hired (Senior Manager, People and Culture)

What you'll do

The core role scope and responsibilities of the role will be:

- Evaluate internal and external stakeholders' training and development needs
- Create and execute modern learning strategies and programs for both internal and external stakeholders - working with experts to turn content into experiential learning
- Develop documentation relevant to learning and development, such as, but not limited to: SOP's, 1-pagers/cheat sheets, visual aids/posters, process flow charts, etc.
- Design and deliver various learning methods, such as, but not limited to: coaching, job-shadowing, online training, e-learning courses, workshops, train-the-trainer, etc.
- Design the overall training programs/courses (time/frequency/duration etc) and manage these processes
- Measure, assess and prepare reports quantitative reports on the impact of the learning and development implementations, and further optimise based on opportunities identified
- Track budgets and negotiate contracts relevant to learning and development activities
- Provide insights to learning and development features and modules created in the reach52 app/platform

Who you are (probably!)

We're reasonably sure you should have a profile like this, but we can flex sometimes:

- 3+ years' experience as a learning and development manager, training manager or similar
- Current knowledge of effective learning and development methods, especially for more remote training delivery (I.e. online, digital)
- Familiarity with e-learning platforms and practices
- Experience in project management and budgeting
- Proficient in MS Office and learning and development systems
- Excellent communication and negotiation skills; sharp business acumen
- Ability to build rapport with both internal and external stakeholders of different walks of life
- A degree in Business, Psychology or a related field
- Professional certifications are a plus!

Up for it? Love it! Ship your CV, and introduce yourself, to operations@reach52.com!