



DB Engineering & Consulting GmbH

Technical Training & Competency Development Manager (f/m/d)

Job-ID: EC01795
Region: Near/Middle East

DB Engineering & Consulting (DB E&C) is a part of the DB group, a world leading global railway company with an extensive organization in Germany and projects around the world. Our company offers technically sophisticated and customized infrastructure, mobility and transport solutions. With our sustainable concepts, gained from our experience in project work for decades, we ensure the future success of economic regions, make important contributions to the protection of the environment and help shape the world of the future. We represent 180 years of rail experience and our infrastructure projects connect continents. We set the standard for transportation and modern mobility.

For our Joint Venture in the Middle East, Mirfa (Western Region Abu Dhabi), we are seeking an Technical Training & Competency Development Manager (m/f) who has profound experience within the Deutsche Bahn AG.

To manage, lead and implement Learning and Competence Development strategies based on good practice to deliver the business, operational and meet regulatory requirements. At all times ensure the solutions identified are flexible, innovative, timely and aligned with the Company Vision, Mission & Values and the business KPI's. Measure the effectiveness of training and development programs including technical and other specific and targeted trainings, including on the job and management development programs, to develop and retain the skills and competencies required to operate and maintain the Rail network in the UAE.

The job comprehends the following tasks:

- Lead the training needs analysis process to plan and provide annual budgetary estimate to support identified the training plan
- Support implementation of the Company's Emiratization plan
- Plan and facilitate workshops and one-to-one coaching sessions for the organisation's competence assessors, supervisors, managers and trainees and support functional coaches within their roles
- Work closely with Line Managers to identify and review regularly training needs and skills gaps, in order to plan, design and deliver timely and targeted training solutions
- Develop and be accountable to ensure learning content is reviewed and revised by subject matter experts at least annually
- Jointly responsible for certifying and maintaining course content and assessment criteria in accordance with the Senior Safety and Senior Security Manager
- Align and work closely with global training teams on development of training content and localisation of training programs
- Engage external training providers as required to ensure appropriate certification in line with the Business requirements
- Ensure through a robust and defensible process that any trainer for the Company has completed a Train the Trainer program or has met a recognized standard (in some cases certification) to enable them to deliver training
- Maintain a roster of recognized trainers and develop a community of practice to ensure consistency and excellence through the delivery of training
- Create a process for evaluation and verification of training material and delivery using good practice benchmarking and recognised standards



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- Ensure training delivery matches business objectives, operating plans, and complies with internal and external audit requirements
- Oversee the organization's achievement of meeting key technical learning milestones, project time lines and learning requirements
- Accountable to ensure that evaluation is the catalyst to drive continuous improvement and demonstrates that improvement efforts have resulted in significant organizational change
- Recommend changes to processes, equipment, policies and metrics to facilitate the improvement in the delivery of training,
- Monitor and improve various learning and development initiatives based on feedback by adjusting course content and delivery methods to ensure effectiveness
- Make recommendations on training best practices, resources, technologies and hardware and software to support learning across a large and diverse population of learners
- Develop and maintain complete and accurate training records and produce reports on performance against various key performance indicators
- Support Employee engagement within the business and implement measures and programmes to improve Employees commitment to the business

Your Profile:

Academic Qualifications:

- Degree in related discipline.

Professional Qualifications:

- Recognized Training qualification.
- Psychometric testing administrator.

Experience:

- Not less than 5 years' proven experience in a Training role preferably in the Railway industry.
- Experience in the design and use of Learning Management and Competency Management Systems.
- SAP super user experience preferred.

Start date:

asap

Location:

Mirfa, United Arab Emirates

In case you match the profile and are interested in a complex task within the transport sector, we are looking forward to receiving your application through our website https://www.db-engineering-consulting.de/db-ec-en/career_and_training/online_application.html

Please state the reference number **EC01795**, your earliest possible availability as well as your salary expectations. Please note that your application will be saved and used in electronic form as a part of the application process for this position. Thank you for considering DB Engineering & Consulting as prospective employer!