

EMEA People Development Lead

About GMO GlobalSign

GlobalSign is one of the world's leading providers of trusted identity and security solutions enabling businesses, large enterprises, cloud service providers and Internet of Things (IoT) innovators around the world to secure online communications, manage millions of verified digital identities and automate authentication and encryption. Its high-scale Public Key Infrastructure (PKI) and identity solutions support the billions of services, devices, people and things comprising the IoT. The company has offices in the Americas, Europe and Asia. For more information, visit <https://www.globalsign.com/en/company>.

Summary of the role

Purpose: The EMEA People Development Lead is responsible for the design, delivery and evaluation of learning and development activities that strengthen workforce, line manager and leadership capability across the UK and Belgium. The role ensures that people development initiatives support business objectives and organisational culture, embeds consistent people management standards, and reinforces compliance with employment laws such as equality, anti-harassment & bullying, health & safety and employee wellbeing. The role will also plan, design and deliver structured in-person all-hands meetings and workshops that align employees and leaders to the company's strategy, culture and performance expectations, ensuring in-person engagement delivers measurable and sustained organisational impact. This is a standalone, end-to-end role with full accountability for the greenfield design, implementation and continuous improvement of the EMEA people development framework. The role operates with significant autonomy, shaping learning, capability and culture models from first principles, and influencing senior stakeholders across the business.

Department: Human Resources

Reporting into: EMEA HR Manager

Location: Maidstone, UK

Nature of employment: Permanent

Contractual hours: 37.5 hours per week

Reports: This role does not have people management responsibilities.

Travel: Occasional travel (up to approximately 25%, primarily within Belgium and the UK).

Flexible working: We offer a hybrid working model. Flexible working requests will be considered in line with the Company's Flexible Working Policy and business requirements.

Equal opportunities, diversity and inclusion: We are an equal opportunities employer committed to diversity and inclusion, will make reasonable adjustments in line with statutory requirements, and have a zero-tolerance approach towards bullying and harassment.

Right to work: Any offer of employment will be subject to satisfactory evidence of the right to work in the UK.

Background checks: Due to the trusted nature of our business, you will be required to undertake identity, right-to-work and role-appropriate background checks (which includes criminal record checks and qualification verification), together with periodic reviews of trustworthiness when required. You will also be required to immediately inform your line manager of any changes in your circumstances relevant to these checks.

Main job responsibilities and accountabilities

- Own and deliver the end-to-end design, build and implementation of EMEA people development models, frameworks and governance from scratch, with no pre-existing operating model in place.

- Act as the regional subject-matter authority, setting standards, defining approaches and embedding sustainable capability across functions.
- Responsible for End-to-End Ownership & Greenfield Design.

Learning, Development & Capability Building

- Design, develop and deliver learning programmes for employees, line managers and leaders to support high performance.
- Create and deliver structured employee induction and onboarding programmes that embed organisational culture.
- Develop blended learning solutions including workshops, virtual sessions, e-learning and practical toolkits, and ensuring these meet with inclusivity requirements.
- Ensure learning pathways align with job families, competency frameworks and career development structures.

Legal & Compliance-Focused Training

- As this role carries direct exposure to legal, regulatory and people-risk considerations, it requiring close collaboration with HR, Legal and senior leaders to mitigate organisational risk.
- Design and deliver mandatory and risk-based training covering employment related laws, including but not limited to: Equality, Diversity & Inclusion (ED&I), anti-harassment & bullying, performance management, absence management, disciplinary & grievances, health & safety and employee wellbeing.
- Ensure all learning content remains accurate, current and aligned to UK and Belgian legal requirements.
- Work with HR Managers to identify emerging people risk areas and update training accordingly.
- Working with the global talent management team, ensure that all globally assigned mandatory training and surveys are completed before deadlines by employees within the region.

Strategic All-Hands & Culture Alignment Programme

- Design, plan and coordinate a structured programme of in-person all-hands meetings and facilitated workshops aligned to strategic objectives, cultural priorities and performance expectations.
- Partner with the General Manager EMEA, HR Manager EMEA and senior leaders to translate strategy and culture into clear engagement objectives.
- Develop agendas and learning outcomes to ensure measurable organisational value.
- Develop high-quality workshop materials and facilitation guides supporting alignment and culture change.
- Ensure content aligns with company values, leadership behaviours and governance frameworks. Facilitate and co-facilitate in-person all-hands meetings and workshops.
- Support leaders in preparation, messaging and handling challenging discussions.
- Define success measures, gather feedback and continuously improve programme delivery.

Learning Needs Analysis & Solutions Design

- Undertake learning and development gap analysis at organisational, functional and role level.
- Identify capability gaps and recommend proportionate learning solutions to address these.
- Evaluate the effectiveness of learning interventions and adapt approaches based on evidence and outcomes.

Job Families, Competency Frameworks & Career Paths

- Design and maintain job families and role-based competency frameworks in partnership with HR.
- Ensure competency frameworks support fair assessment, development and succession planning.
- Manage the development of transparent career paths and progression frameworks.

Other responsibilities

- Comply with company policies and procedures (including but not limited to data protection, information security and acceptable use), and for undertaking mandatory in-house company training and surveys as required.
- Undertake other reasonable duties consistent with the scope and seniority of the role as required.

Person specification

Qualifications

- CIPD Level 5 or above or equivalent professional qualification (essential).
- Learning and development, training or organisational development qualification (desirable).

Experience and knowledge

- Creating and delivering training courses in-person and online.
- Designing and delivering induction, manager and leadership capability development programmes.
- Design, plan, deliver and co-facilitate structured training programmes for all-hands meetings and workshops.
- Undertaking learning needs analysis and implementing development solutions.
- Creating competency frameworks, job families or career pathways.
- Knowledge of UK employment law (essential); knowledge of Belgian employment law (desirable).

Skills and Abilities

- Clear and concise verbal and written communication skills in English, sufficient to perform the duties of the role effectively.
- Strong facilitation, presentation and communication skills.
- Ability to translate complex legal and policy concepts into practical learning.
- Strong analytical skills to identify gaps and measure learning impact.
- Proven ability to operate credibly with senior leadership, including Executive and General Manager level stakeholders, influencing decision-making without formal authority.
- High level of professionalism, discretion and integrity.

One GlobalSign Way

Our employees are expected to fully embrace our 'One GlobalSign Way' and demonstrate the following behaviours daily in their job roles.

- *Ownership* - Be responsible and accountable for own job responsibilities, performance, conduct, learning, training, development, career progression and effective communication.
- *Creativity* - Challenge how things are done, suggest more effective and efficient ways of working, actively seek to improve customer service and product offering to both external and internal customers.
- *Integrity* - Behave ethically and morally by complying with Company rules, policies, processes, procedures, and governmental/governing body laws and regulations.
- *Collaboration* – Understand and demonstrate effective team working skills by working successfully within and across teams.
- *Diversity (and inclusion)* - Contribute to a dignified work environment by respecting and including others irrespective of age, culture, ethnicity, race, nationality, religion, belief, gender, gender reassignment, sexual orientation, disability, marriage/civil partnership and pregnancy/maternity.
- *Waku Waku* - Seek to be passionate and positive about GMO GlobalSign by aligning with the mission, vision, behaviours and objectives.

**What we offer**

We offer a competitive salary and benefits package, including a company bonus scheme linked to profitability, workplace pension, group income protection insurance, group private health insurance, group life assurance, enhanced annual leave, enhanced maternity and paternity pay, employee discount schemes, an employee assistance programme (EAP), and much more.

Application process and deadline

If you feel you meet the criteria listed above, are interested in the nature of our business, and can demonstrate our One GlobalSign Way behaviours in your day-to-day work, please apply for the role by sending a cover letter and your current CV by email to hr-uk@globalsign.com before 5:00pm (UK time) on 27 March 2026. If you require any reasonable adjustments during the recruitment process, please let us know.

Privacy Policy

GlobalSign will process your personal data for recruitment purposes in accordance with GlobalSign's [Privacy Policy](#).