



MALAHINI
KUDA BANDOO

We are
hiring!

The Training & Culture Manager is responsible for designing, implementing, and overseeing training programs that enhance crew performance and align with the resort's goals. This role involves identifying development needs, fostering continuous learning, and driving a culture of excellence within the team.

Learning & Development Executive

Key Responsibilities:

- Design and implement engaging training programs, including classroom-based and on-the-job training.
- Develop training materials, modules, and resources tailored to crew development
- Conduct interactive training sessions, workshops, and presentations and ensure training content aligns with learning objectives and enhances crew engagement.
- Identify areas for improvement and develop individual growth plans for crew members.
- Guide crew members in career planning by offering coaching, mentorship, and development opportunities.
- Identify high-potential crew and establish succession plans to ensure leadership continuity.
- Measure training effectiveness through feedback, assessments, and performance metrics. and refine training materials and methods based on data-driven insights.
- Maintain accurate training records, track crew progress, and manage training logistics.
- Oversee training budgets and ensure cost-effective development initiatives.
- Collaborate with industry experts, training providers, and educational institutions to enhance development programs.
- Ensure all training activities comply with Maldives labor laws, health and safety regulations, and industry standards.

Requirements:

- Bachelor's degree in Hotel Management, Training & Culture, or a related field.
- Minimum of 3 years in a similar role within a five-star resort, with prior experience in the Maldives.
- Strong understanding of crew training principles, including learning theory, instructional design, and training evaluation.
- Familiarity with training technologies such as Learning Management Systems (LMS), virtual training platforms, and e-learning tools.
- Fluency in English with excellent communication skills.

If you believe you've got what it takes to be part of our team, please send your updated CV with a copy of your NID or Passport to careers@malahini.mv.