

ASSOCIATE MANAGER – LEARNING & DEVELOPMENT

The job holder is responsible for developing, planning, and organising the activities of the Learning & Development function of the Bank focusing employee development/ engagement initiatives. Act as a strategic partner to the business by developing and organising focused training and engagement initiatives.

THE JOB

- Understand the Bank's Learning and Development requirements and develop and assisting the Manager L&D to plan training which would cater to the changing needs of the Bank
- Assisting the Manager L&D to identify the training needs of each department business of the Bank in line with the Bank's short term, medium term and long-term business strategies
- Adhere to L&D policy/guidelines, regulatory requirements, Bank norms, policies, systems and processes
- Adhere to the employer branding strategy & plans that helps the bank become an 'employer of choice'
- Ensure efficient delivery of HR L&D services to each of the business units & business support departments
- Managing the partnerships with external institutes to formulate and execute certification programs and other non-technical training programs for the benefit of staff members and to enhance/ update their knowledge levels to keep up to the industry standards
- To ensure development of experiential learning methods & programs in line with the prioritized training needs, and the vision, & values of the Bank
- Assisting to formulate and implement a strategy for talent management and development in line with the Bank's Succession Planning Strategy
- Identify automation / digitization opportunities in L&D that will enhance productivity, accuracy and cost reduction without compromising on risk and quality
- Prepare L&D Management Data and administrate the Learning Management System
- Ensure effective communication with external service providers to obtain quality services in terms of L&D requirements and monitoring on-going basis

THE PERSON

- Possess professional Qualification in Human Resources Management or Learning and Development
- Possess 08 years of total experience (includes handling training & development activities)
- Entrepreneurial and possess Innovative Thinking
- Perform as an internal trainer would be an added advantage
- Strong planning and organizing skills with time management
- Ability to work under pressure

The position is at Associate Manager Level.

Please login to <https://www.ndbbank.com/careers> to apply on or before 28th August 2026.

We will correspond only with the shortlisted applicants
"We are an equal opportunity Employer"



The future is banking on us

Vice President Human Resources