

United Arab Emirates Jobs Expertini®

EMEA - Tax, Legal, & Workforce Academy Lead - Senior Manager / Director

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Company: PwC Middle East

Location: United Arab Emirates

Category: healthcare-practitioners-and-technical

Description

Established in the region for 40 years, PwC has around 8, people in 12 countries across the region: Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Oman, the Palestinian territories, Qatar, Saudi Arabia and the United Arab Emirates.

Our regional team operates across the Middle East bringing international experience delivered within the context of the region and its culture. We can bring the collective knowledge and experience of more than , people across the entire global PwC network in advisory, assurance and tax to help you find the value you are looking for.

Job Description & Summary

Our EMEA International Tax, Legal & Workforce Academies have been a consistent backbone of technical and network development for many years. Between the Foundation, Intermediate and Advanced academies each year, almost 2, PwC people engage in a flagship experience of being part of a global network. The academies not only deliver on high quality technical training, but also expand the broader business skills of our people, and create a platform for networking and leadership engagement.

They are designed to complement the learning and interaction which is already available in-territory by providing interactive and engaging development solutions in an international environment with a x-border focus. The consolidated approach across Service Networks, Industries and territories has also facilitated economies of scale on L&D development. Feedback from participants is consistently high and there is a clear desire to continue an approach that delivers on the current Academy experience going forward.

Role Overview:

██████████ or someone to lead the EMEA L&D curriculum and team that delivers at these Academies. In this role you are responsible for the content development, quality, organisation and delivery of the EMEA L&D programme for Tax, Legal & Workforce (TLW) across the professional levels within PwC EMEA Region. This involves excellent stakeholder management skills, as there is a need to manage and align multiple stakeholders across different territories, and requires a global mindset and inclusive approach.

The role requires the management of multiple and sometimes competing interests and priorities from stakeholders and business needs (such as net zero commitments), and the ability to generate consensus and agree shared principles / ways of working.

The content of the Academies is prepared and generated in close cooperation with the Tax, Legal & Workforce specialist groups (including industry groups) within the PwC network.

Tutors for the programmes are generally derived from these specialist practices (i.e. they are SMEs from the business).

Whilst the Academies in their current form are incredibly successful and valued by the EMEA region, going forward there is a strong need to identify and embed more technology solutions into the programme to enhance the current learning experience of participants and enable efficient delivery of training programs. This will allow the programme to stay abreast of industry trends and emerging technologies such as GenAI. Business acumen and developing our people to have broader discussions with our clients and work x-LoS to help solve client problems will also be a focus in the coming years. It remains open as to the form we deliver these programmes in the future, as the need to ensure quality in delivery must be balanced with competing interests such as cost, access of the programmes to all staff in EMEA, and the PwC commitment to net zero.

In this role you report directly to the Chair of the EMEA TLW Leadership team, who sits on the EMEA Executive Leadership Team representing the TLW business.

Main responsibilities:

██████████ nature and consists of diverse responsibilities and roles, hence the broad skill set needed. Below you will find the various priorities for the role. The role will need to oversee the design and development of cutting-edge training programs that incorporate the latest advancements in Tax Legal and Workforce practices, as well as emerging technologies. The curriculum is required to reflect the needs of the organisation and the evolving industry landscape. It requires technical knowledge to some extent - whilst the

ownership of the course content is with the SME of the various TLW pillars, the EMEA L&D Lead should review content and provide feedback when and where necessary to ensure quality control, alignment, & consistency of the Academies.

The role involves overseeing the PwC EMEA TLW Academies - which provide tailored content for tax, legal and workforce attendees aligned to specific networks. They are open to all EMEA employees and delivery is led by the TLW service networks and industries. Going forward, as mentioned above, we will need to develop and implement initiatives to upskill and reskill our people, ensuring they are equipped with the necessary knowledge and skills to adapt to changing industry landscapes such as the use of and embedding of AI into the practice.

Responsibilities from a strategic and leadership point of view include:

Being well informed on developments in the Tax, Legal and Workforce business and the ability to translate and embed these into actual training programmes along-side the TLW SMEs aligned to the various pillars.

Having a thorough understanding and experience of setting up (executive) training programmes.

Leading the discussions and decisions on attendance eligibility criteria for PwC participants and manage all risk processes and invitations.

Helping to articulate and measure the return on investment and propose changes for future programmes.

Coordination of the EMEA academies across multiple territories, liaising with network firms and network leaders to agree curriculum, target audience, budgets, cost sharing proposals, locations and timescales.

Direction on how the programme is advertised and accessed, and manage the team to deliver the programme and co-ordinate attendance.

Responsibilities relating to the organisation of the Academies:

Proposing and agreeing budget, allocation of shared costs and securing venues within budget - this includes working with TASC

Managing the team which delivers the Academies - currently a team of [x people].

Managing the procurement of external suppliers and overseeing delivery.

Working with the EMEA TLW Leadership Team to drive the development of the conference programme content, including identifying and securing speakers for plenary sessions and individual workshops.

Management of all finances and logistics including external supplier service delivery standards and on site support teams.

Responsibilities relating to ongoing projects, each reporting to different stakeholders:

Represent TLW globally in the Network CoE L&D decision making steer group.

Represent TLW in the initiative led by Global xLoS HC to replace the Vantage learning system.

Assist the Global Head of TLW with the Global Skills Project.

Lead L&D in Global TLW Sustainability initiatives, reporting to Barry Murphy as Global TLW Sustainability Leader. This includes the design of TLW modules, involvement in xLoS Sustainability upskilling activity including TLW input into e-learns, badging, and face to face programmes.

TASC - management of relationship (including service levels) between users and TASC.

Represent L&D and contribute to the Global TLW AI Transformation team.

Requirements:

Bachelor's degree in a relevant field; advanced degree preferred.

Extensive experience in TLW practices, with a deep understanding of the EMEA region's regulatory landscape.

Proven experience in curriculum development and adult learning methodologies, designing and delivering successful training programs, preferably in a multinational organisation.

Strong knowledge of Gen AI, emerging technologies, and their application in adult learning

and development.

Familiarity with new ways of upskilling and reskilling, including digital learning platforms, online courses, and competency-based training.

Excellent leadership and communication skills, with the ability to influence and inspire others, across borders.

Strong project management skills, including budget oversight and event coordination.

Ability to adapt to a fast-paced, ever-changing environment.

Demonstrated ability to think strategically and drive innovation in L&D practices.

Fluency in English; additional languages are a plus.

Ability to travel is a must.

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