

Lead Trainer at Securex

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Company: JobWebKenya

Location: Kenya

Category: business-and-financial-operations

Job Description

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With the vision of a safer Kenya and the experience of the police force, former Police Inspector Kishori Lal Sahni started a small investigations company in which has now grown to be one of the most respected brands in the security industry in the East African Region. Securex has grown from strength to strength in the past forty four years to become the leading Security Solutions provider for a wide host of clients in diverse industries. Starting with only an investigations department in the seventies, Securex soon grew to incorporate the manned guarding section which to date is one of the most respected forces in the provision of client friendly services.

Job Summary

We are looking for a NITA Certified Lead Trainer who will ensure effective and efficient training of Security Officers, Supervisors, Radio Controllers, Drivers, and Emergency Response teams as well as coordinate the logistical requirements of training.

Main Responsibilities

Identify and assess future and current training needs for both new and old uniformed staff through job analysis and performance outcomes.

Produce annual schedules and plans of how every all uniformed staff within the company will complete their company-required training i.e. Refresher training, Health and Safety, Medical etc

Design and implement the lesson manning schedules covering which classrooms and instructors will be assigned to each lesson.

Ensure all lesson plans are reviewed and assessed ensuring the correct level of teaching is being given.

Draw an overall or individualized training and development program, curriculum development, and post-training evaluation that addresses the needs and expectations of the organization.

Deploy a wide variety of training methods and execution methods.

Conduct effective task induction and orientation sessions for new uniformed employees.

Monitor and evaluate the training program's effectiveness and success.

Resolve any specific problems and tailor training programs as necessary.

Supports employee development through training, coaching, and regular feedback.

Ensure training plans and courses are constantly reviewed and updated when required to ensure the company are setting the training standards across Kenya.

Ensure the correct level and standard of equipment, uniform and PPE is issued and used by the company employees during training.

Develop predicted yearly budgets and present them to the Head of Operations.

Key Competencies and Qualifications

A Master's degree in a relevant field, as well as security-based qualifications.

A training professional with a proven track record in the training and security arena

Must be NITA Certified.

Professional management qualification, in addition to security qualifications.

A minimum of ten years of experience in high-level security with a minimum of four years in the training managerial arena.

A recognized teaching or instructor qualification.

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