



About Us

Jadestone owns 100%, operated interests in the producing Montara project and the Stag oilfield, offshore Western Australia. In Malaysia, Jadestone owns a 60% operated working interest in the PM323 licence, a 70% operated working interest in the PM329 licence and a 50% non-operated working interest in the PM318 and AAKBNLP licences, all located offshore Peninsula Malaysia. The company also holds an operated 90% interest in the Lemang PSC, onshore Sumatra, Indonesia, in addition to various exploration and pre-development assets in Vietnam and other parts of Southeast Asia and has executed an agreement to acquire an operated 69% interest in the Maari project, offshore New Zealand.

The company plans to build its asset portfolio through the acquisition of producing assets where there are significant opportunities for operating efficiencies, costs reduction and increased production through further investment. Jadestone is also identifying appraised, non-producing assets, with proven resources that can be developed and quickly brought to production cost-effectively with strong growth potential.

Jadestone Energy is headquartered in Singapore, has its principal technical team in Kuala Lumpur and country operational offices in Perth, Jakarta, New Plymouth and Ho Chi Minh City

Jadestone Energy is listed on the AIM (AIM: "JSE").

Who are we looking for?

- Individuals who are passionate, enthusiastic and provide critical expertise to drive Jadestone Energy's growth, strategy and value generation. As a company with three core operating areas in the Asia Pacific region, it is important that all our employees are culturally sensitive and respectful of others.
- Jadestone Energy is committed to reducing our environmental footprint whilst bringing the social and economic benefits of our industry to the countries in which we operate. Employees are expected to value this commitment whilst always delivering safe and efficient operations across assets, cultures and geographies.

What we offer:

- An exciting and highly nimble work environment where employees will collaborate with a diverse international team who will encourage them to learn, grow, challenge themselves and show their entrepreneurial spirit.
- At Jadestone Energy, you will join a company with a leadership team that has a proven industry track record of success. Jadestone Energy is a new and exciting company, with a pioneering spirit where individuals can truly make a difference and flourish.



Job Title:	Group Learning & Development Manager	Reports to (title):	Group HR Manager, Singapore
Function:	HR	Location:	Perth/Kuala Lumpur/Singapore (Flexibility on location of the role)

1. POSITION PURPOSE

The Group Learning & Development Manager is a senior role that provides leadership for the L&D function across the Jadestone Group. The Group Learning & Development Manager will report to the Group HR Manager (based in Singapore). This role has an end-to-end accountability across strategy creation and the effective deployment.

It also is the key coordinating point for the L&D linked Performance Management, Performance Development and KPI setting processes.

There is flexibility on where this role is based with the location of the position being determined on where the individual who is offered the position is located.

2. WORKING RELATIONSHIPS

Positions supervised	Direct:	n/a
	Indirect;	Training & Compliance Administrator
	External:	n/a
Working relationships	Internal:	Group HR teams: Key business leaders and Managers, professional and functional team leads
	External:	Third party vendors, system providers and agencies

3. PRINCIPAL ACCOUNTABILITIES

Key Accountabilities:

- Manage and implement the L&D strategy to ensure deliverables are met and the strategy meets the needs of the business
- Lead the creation and deployment of end-to-end learning programmes (learning needs analysis, contract management, the procurement of external learning solutions; or the in-house design, development, implementation, and evaluation of learning solutions)
- Delivering blended, and classroom training (virtual and face to face) courses, as well as bespoke design and delivery of learning programs
- Provide effective specialised Learning & Development advice, education on fit for purpose L&D solutions and education on L&D practices to the business including conducting capability needs analysis
- Work collaboratively with colleagues within the HR Asia Pacific team to ensure alignment.
- Partner with the external agencies to develop their learning and development content
- Manage contracts of external suppliers and facilitate the procurement of new L&D solutions if necessary

- Positively contribute to business improvement initiatives, implementation and review of systems, policies and procedures
- Manage the delivery of Performance Management, PDR process ensuring that goal setting activities are complete within timeframes and are SMART
- Support talent discussions across the business, identifying training plans
- Work with Key Stakeholders to drive a culture of innovation, diversity and inclusion; actively promote a learning culture
- Develop metrics to track and record training data
- Serves as an internal consultant, advisor and coach to APAC leadership team to build and execute upon a learning and growth culture. Play a key role in designing and participating in all Leadership off-sites regular leadership meetings
- Implements regional learning dashboards and a regional course calendar
- Evaluating and reporting on training progress, providers and outcomes, making recommendations for any necessary adjustments
- Focal point for the development, effective implementation and ongoing coordination of a competency framework and supporting assurance program, in accordance with our facility Safety Cases, country and industry regulations, and business objectives
- Assist with the activities around training needs analysis, planning, logistics and delivery, in the context of the ongoing and changing operational capability requirements of our operational facilities
- Monitor and administer the implementation of all competency training activities in relation to progress of work to ensure they are completed to expected business standards, within timeframes and within any budget constraints

4. POSITION HOLDER REQUIREMENTS

Formal Qualifications	<ul style="list-style-type: none"> • Bachelor's degree (or above) in HR, Psychology or Communications • At least 10 years' experience in designing and delivering successful learning and development experiences across organisational levels
Experience, Skills and Knowledge	<ul style="list-style-type: none"> • Senior Management experience within an operational business HR department • Ability to demonstrate knowledge and capability across L&D teams to promote best practice • Demonstrated experience of working effectively across the Asia Pacific region in a senior L&D capacity • Experienced in writing and delivering systems training • Experience of undertaking assessment of learning solution options (scoping, feasibility, design, services costing, deliverables, completion criteria, etc) • Demonstratable knowledge and capability across the L&D discipline to promote best practice • Exceptional relationship building skills - proven creative problem-solving skills - on a regional level • Experience using a consulting approach to identify and build effective learning solutions • Strong project management skills, proven experience to manage projects from inception and launch to follow up



	<ul style="list-style-type: none"> • Able to confidently deal with ambiguity and quick changing project goals and priorities • Clear and effective communication skills in both written and oral formats • Willingness to travel approximately 30% of the time post COVID • Experience in the upstream oil and gas industry highly desirable
<p>Candidate Profile</p>	<ul style="list-style-type: none"> • A forward thinker who is always seeking improvement within services and processes • Demonstrated relationship building skills • Excellent communication skills both verbal and written • Demonstrated adaptability, flexibility and cultural understanding • High level of integrity and ability to maintain strict confidentiality • Ability to problem solve • Self-motivated and able to work in a fast-paced environment • Diligent with strong attention to detail • A love for teamwork and collaboration, balanced with an ability to be self-directed when required

To apply for this role: Send your CV to: careers@jadestone-energy.com