



Nagad Limited

Manager - Training & Organizational Capability Development

Application Deadline : 24 May 2026

Matching Percentage

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Summary

Vacancy: 1

Salary: Negotiable

Age: At most 35 years

Experience: 6 to 12 years

Location: Anywhere in Bangladesh

Published: 11 May 2026

Applicants are encouraged to submit **Video CV**.

PRO

Application Insights

View

Requirements

Education

- Bachelor of Business Administration (BBA)
- Concentration/Major in HRM, Organizational Psychology, Business Administration, or a related field from a recognized university
- Additional certification in instructional design, facilitation, or e-learning development is a plus

Experience

- 6 to 12 years
- The applicants should have experience in the following business area(s): Banks, Educational Technology (Edtech) Startup, Financial Technology (Fintech) Startup, Group of Companies, Investment/Merchant Banking, Manufacturing (FMCG), Telecommunication, Training Institutes

Additional Requirements

- Age At most 35 years

Responsibilities & Context

- Develop and execute the Annual Training Plan (ATP), conduct Training Needs Analysis (TNA), formulate training budgets, ROI frameworks, and align all L&D initiatives with HR Strategy & OD objectives.
- Design and implement competency-based functional, behavioral, leadership, classroom, e-learning, and blended learning programs including training materials, assessments, facilitator guides, gamification, and experiential learning methodologies.
- Facilitate leadership, communication, customer centricity, performance culture, and MFS operational training while assisting Train-the-Trainer (TOT), induction, compliance, virtual, and hybrid learning programs through LMS and digital platforms.
- Identify, onboard, negotiate, and manage external vendors, consultants, and professional institutions while ensuring SLA compliance, partnership development, vendor evaluations, and annual rationalization processes.
- Measure training effectiveness using Kirkpatrick's Four-Level Evaluation Model, track L&D KPIs, prepare impact reports for management, and continuously improve training quality through post-training analysis and behavioral impact assessment.
- Support competency framework design, succession planning, talent pipeline development, organizational learning, cross-functional capability-building, team effectiveness, culture-building, employee engagement, and change management initiatives aligned with transformation goals.
- Optimize LMS operations, maintain training records, certification tracking, attendance, logistics, documentation, participant communication, and ensure cost-effective budget utilization with proper financial tracking and reporting.
- Support organizational design, job evaluation, role clarity, process improvement, performance appraisal, culture transformation, accountability, and workforce effectiveness initiatives in partnership with business leaders and OD functions.

Skills & Expertise

- Data analysis and presentation
- Human Resources & Development
- Organizational Development
- Performance Tracking and Evaluation
- PMS (KPI)
- TOT (Training of Teachers)
- Training & Development
- Training Coordination
- Vendor Management

Compensation & Other Benefits

- Provident Fund for long-term savings
- Mobile Bill
- 2 weekly holidays for work-life balance
- Comprehensive Health/Medical Insurance
- Festival Bonus (twice a year)

Workplace

Work at office

Employment Status

Full Time

Job Location

Anywhere in Bangladesh

Job Highlights

Drive enterprise-wide learning, training & organizational capability initiatives by designing impactful development programs, strengthening workforce readiness, and fostering a high-performance culture aligned with Nagad's business goal.

Company Information

Nagad Limited

+ Follow

Address:

Delta Dahlia Tower, 36 Kemal Ataturk Ave, Dhaka 1213

Website:

<https://nagad.com.bd/>

Business:

Nagad is a pioneering Digital Financial Service (DFS) provider in Bangladesh, operating under the Bangladesh Post Office, which functions under the Ministry of Post and Telecommunication. Established to revolutionize financial inclusion, Nagad has rapidly expanded its footprint by offering innovative and accessible digital financial solutions to millions across the country. Nagad is setting a new benchmark for the nation's financial ecosystem now and further driving the digital transformation of financial services in Bangladesh.