

AI Platform Developer (Training Needs) - KTP Associate



ROLE DESCRIPTION

GRADE
Grade 5
LOCATION
Hybrid – Home/Edinburgh
LINE MANAGER
Janice McMillan, Associate Professor, Edinburgh Napier University Business School

Role Summary:

We are seeking an innovative AI Developer to project lead the creation and development of a pioneering platform that will play a critical role in the process of helping organisations optimise human potential and enhance workforce development.

Employed by Edinburgh Napier University, this role will involve partnering closely with Fieri Leadership & Development Ltd, a leader in human capital and workforce development and optimisation.

You will collaborate with experts from both organisations to build a first-of-its-kind digital tool for conducting training needs analysis, enabling organisations to quickly gather accurate data on key people challenges. With this data at hand, Fieri can design and deliver better, more tailored training solutions to meet the specific needs of each client.

By combining AI, large language models (LLMs), and human resource analytics with Fieri’s expertise, this tool will provide actionable insights to help organisations optimise their workforce and develop personalised training programmes that align with their unique challenges.

The platform you will develop will:

- Enable organisations to diagnose people challenges more quickly and accurately, resulting in better-targeted, competitively priced training solutions.

- Allow Fieri to gather and analyse data swiftly, helping clients receive tailored recommendations that drive meaningful improvement in workforce development.
- Significantly reduce the time and effort required to conduct training needs analysis, allowing companies to make data-driven, scalable, and impactful L&D decisions.

This is an exciting opportunity to be at the heart of a project that will redefine the future of how training needs analysis is conducted. By working across academia and industry, you will help develop a platform that blends the latest advancements in AI with Fieri's expertise in human capital development.

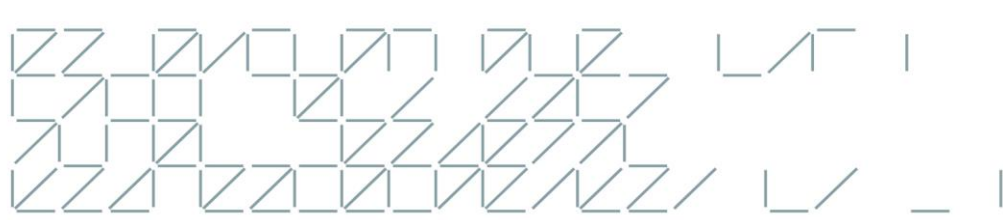
If you are passionate about AI, human development, and innovation, this is your chance to lead a groundbreaking project that will set a new standard in learning technology.

Main Duties and Responsibilities:

As part of the role, you will draw on the expertise of both academic and company supervisors throughout the KTP programme.

You will be expected to take responsibility for managing and delivering the programme of work which will include the following duties:

- Develop an understanding of the state of the art in the use of LLM and AI in identification of individual and team training and learning needs
- Analyse existing methods/tools for the identification of training and learning needs for individuals and teams
- Identify user requirements for the development of a platform for the identification of individual and team training and learning needs, accessible through an employee app
- Design and build a platform for the identification of individual and team training and learning needs using an appropriate methodology, and an app to access the platform
- Test app usability, review and amend app as required
- Report app development findings to inform Fieri staff development
- Develop a marketing plan for app commercialisation
- Manage the KTP Programme, production of reports and relevant publications
- Role model the University's values & behaviours.



- Be responsible for ensuring that the information and records processed (received, created, used, stored, destroyed) on behalf of the University are managed in compliance with ALL applicable legislation, codes and policies e.g. [Data Protection](#), [Information Security](#) and [Records Management](#).

To support your commitment to continuous self-development, you will have a generous personal development budget.

Location

This is a hybrid working role. While this role allows for remote home-working, we are specifically looking for candidates based in the Edinburgh area. This proximity enables regular collaboration with the University academic team and provides easy access to university facilities.

You will have the opportunity to work from home while also engaging in essential in-person meetings at Edinburgh Napier University. Additionally, monthly face-to-face meetings with your Fieri supervisor will take place in a central Edinburgh workspace.

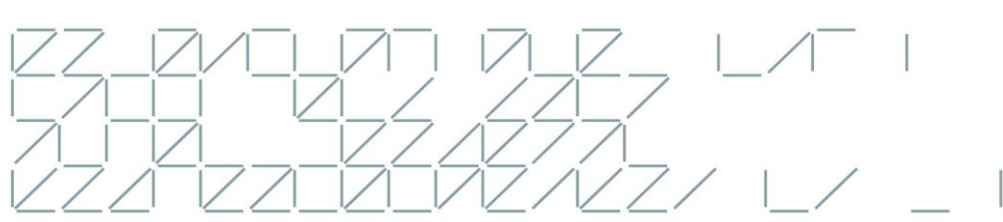
About Fieri Leadership and Development

At Fieri, we partner and collaborate with some of the most esteemed organisations in the UK and globally, including the Premier League, Pfizer, AstraZeneca, GSK, and Deloitte to name a few. Our mission is to help individuals and organisations to become extraordinary by boosting workforce capability through the design and delivery of innovative, high-quality training and other related services.

Whether it's improving productivity, retention, or workplace wellbeing, we have extensive experience and expertise in assisting organisations across various sectors to achieve their performance objectives while enabling their employees to reach their full potential.

By joining our team, you will become part of a community of high-performing professionals dedicated to sharing their knowledge and experiences with learners worldwide. Together, we are shaping the leaders of tomorrow and driving positive change in leadership and high performance.

Learn more about Fieri at www.fierileadership.com



PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Education / Qualifications		
<ul style="list-style-type: none"> Undergraduate qualification in data science/engineering, computer science (artificial intelligence) or web design and development 	✓	
Skills / Experience		
<ul style="list-style-type: none"> Knowledge of APIs, Cloud and database technologies 	✓	
<ul style="list-style-type: none"> Experience in the use of .Net, SQL, MVC, JavaScript and HTML 	✓	
<ul style="list-style-type: none"> Strong interpersonal skills and an ability to communicate clearly in verbal and written form 	✓	
<ul style="list-style-type: none"> Displays an openness to receiving feedback and constructive suggestions for improvement 	✓	
<ul style="list-style-type: none"> Demonstrate an ability to apply knowledge to commercial projects, drive value, and make an impact through problem-solving and creating innovative solutions 	✓	
<ul style="list-style-type: none"> Previous experience of working in a HR environment or of HR systems/procedures 		✓
<ul style="list-style-type: none"> Previous experience of working within an app-based environment 		✓
<ul style="list-style-type: none"> Knowledge of training needs approaches and methodology 		✓
<ul style="list-style-type: none"> Ability to communicate effectively through research reports and journal articles 		✓
<ul style="list-style-type: none"> Knowledge of the commercial training sector and organisational learning and development needs 		✓
<ul style="list-style-type: none"> Knowledge of human performance and behaviour and approaches to performance development. 		✓