Please send your resume and salary requirements with the job title in the subject line to LeighAnne.Lankford@Training-Pros.com

Job #3

Title: Talent Development Curricula Design Senior Manager

JOB LOCATION: *New York Metro or Remote*

JOB SUMMARY: **Are you an experienced Training/Instructional Design and Development expert who gets excited to build innovative, impactful global programs for company, partner <u>and</u> student Talent, which directly address business needs? Do you possess a balance of strong team leadership, change management, collaboration and entrepreneurial qualities? We are looking for a results driven, passionate leader to manage a team of Training and Instructional designers, and is adept in envisioning, building, delivering, facilitating and measuring the effectiveness of global development, training, and continual learning programs, that result in exceeding technology, industry and job skill competencies in a new and fresh way.**

This department's organization provides comprehensive career planning, guidance, training, development and learning experiences for Talent to enable them to meet their full potential. Their unique approach to Enablement provides programming for internal corporate learners, external partners, and through educational organizations (i.e. high schools, colleges and non-profits) for pre-Infor ecosystem Talent which become dedicated pipelines to source pre-trained new hires.

This team lead will ensure training and development packages address critical technology, industry and job skill gaps/requirements and support employee enablement needs for optimized career progression and exceed business objectives.

JOB RESPONSIBILITIES:

Architect the strategy and execution of instructional design, learning methodologies and technologies; lead and manage a team of instructional and curriculum design resources to drive the production of high quality, scalable, consumable and effective learning experiences, achieved on time, within budget, and result in country/region specific sought after/highly effective Talent pools – who have meet/exceed stakeholder requirements and needs.

Serve as lead subject matter expert (SME) on instructional design, learning methodologies and technologies to and build programs in aligned with departmental objectives success metrics

Build and maintain relationships within key stakeholders to clearly understand the business, target audience and content needs to construct learning and performance outcomes on time or ahead of schedule

Determine most effective training design and development modes including blended, F2F, virtual instructor-led, online self-directed, etc.

Leverage creative and innovate training methods including case studies, storytelling, gamification, simulations, etc.

Integrate knowledge tests, badges, assessments, certificates and certifications as appropriate within courseware

Define innovative, repeatable and experiential curricula packages, documentation, recommended delivery methods and train-the-trainer training strategies.

Develop "Train the Trainer" classes and/or training material to designated facility staff for purposes of delivering ongoing facility instruction

Develop curriculum and content of training material which includes development of courses, job aids, quick reference guides, user manual and other relative training resources as indicated.

Conceptualize, design and produce graphics demonstrating complex constructs and concepts. Take complex concepts and communicate them in simple, easily understood terms both verbally and within training materials.

Develop and deploy course-level, department-level and role-level assessment and certifications to ensure learning objectives were addressed in the content at an appropriate learning level. Analyze for effectiveness of both classroom and CBL training for purposes of ongoing curriculum and delivery improvement.

Deliver innovative, repeatable role based training options that are easily adoptable across soft-skills, knowledge, comprehension and application training and development categories

Quality test training materials, exercises and data. Perform learning assessments on their effectiveness for training participants and update training materials, presentations, and/or simulations accordingly.

Continually assess the effectiveness of the training curriculum & delivery.

Pro-actively provide enhancements to training process and/or content where appropriate

Budget and Reporting Management

Drive training design team meetings and participate in Monthly and Quarterly Business Reviews and status reports across applicable team and business stakeholders

Manage budget/resource forecast, expenditures and reporting

EDUCATION & EXPERIENCE:

Bachelor of Science in Education, Instructional Design, Educational Technology Studies or Science in Teaching, Learning and Curriculum Development

Curricula Development expertise

7+ years direct experience

Required Skills:

Technology or ERP domain knowledge

Demonstrated experience in development, training and curricula strategy, design and measurement

Exceedingly strong project management, attention to detail, organization, and speed in delivery

Ability to manage multiple projects simultaneously

Drive for excellence, self-directed, and excellent communication skills

Preferred Skills & Knowledge:

LN, M3, SyteLine, EAM, SCM, BI, HCM, Talent Science, Lawson and Tech product and deployment knowledge

Experience working in global markets and distributed stakeholder teams

Employee Enablement, Training and Development

Equal Opportunity Employer: The Company does not discriminate in employment opportunities or practices on the basis of race, color, creed, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, marital status, age, veteran status, protected veterans, military service obligation, citizenship status, individuals with disabilities, or any other characteristic protected by law applicable to the state in which you work.