

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

Job #4

Title: Talent Optimization & Delivery Team Senior Manager

JOB LOCATION: *New York Metro or Remote*

JOB SUMMARY: Are you an experienced organization and Talent Development strategist who gets excited to build innovative, impactful global programs for company, partner and 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 Talent Optimization and Measurement and Training leads, 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 company's unique approach to Enablement provides programming for Talent internally, at corporate Partners and through educational organizations (i.e. high schools, colleges and non-profits) for pre-employment ecosystem Talent which become dedicated pipelines to source pre-trained new hires.

This team lead will set the corporate Talent Optimization strategy and plans as well as delivery the training and development programming which addresses critical technology, industry and job skill gaps/requirements and support employee enablement needs for optimized career progression and exceed business objectives.

JOB RESPONSIBILITIES:

Drive the development of Infor's Talent optimization framework/model, journey roadmap, structure, process and core deliverables which addresses career mapping/planning, guidance, learning and development paths and ongoing learning experiences (professional development, shadowing, on the job training, etc.). Including;

- Analysis, recommendations and deliverables
- Learning paths (content, curricula, experiences)
- Required system, process and tools
- Learning impact

Architect and oversee the development of a global comprehensive Training delivery, management and execution vision, strategy, plan, requirements, execution to provide measurable outcomes aligned to business growth and hiring department needs across the company's ecosystem and product release cycles.

Drive the development of the Global, regional and localization strategy as well as delivery across all training modes and methods and all audiences and role/job functions including

Programs: Onboarding, Bootcamps, Job Courses, etc.

Training partnerships/community and train-the-trainer training, development and program management

Set the strategy and plan, as well as manage the team of regional trainers and delivery managers responsible to

Identify and address regional and country skill and knowledge requirements taking into account current vs. future state scenarios, sustainability, resource requirements and knowledge transfer standardization methodologies

Develop and manage a scalable train-the-trainer program inclusive of optimal delivery timing, facilitation, assessment which builds a community of Infor trainers with application, industry and soft-skill expertise

Build, influence and manage training advisors & advocates

Influence student satisfaction and propensity to recommend to peers

Identify and recommend potential revenue opportunities to support future monetization of value-added program offerings (custom training, to student training, etc.)

Consolidate and report client feedback on training strategies

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.