

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

Job #5:

Title: Talent Development & Training Executive

JOB LOCATION: *New York Metro or Remote*

JOB SUMMARY: Are you an experienced Learning and Development expert who gets excited when building innovative, impactful global programs for company, partner and student Talent, which directly address business needs? Do you possess a balance of strong team leadership, innovation, change management, collaboration and entrepreneurial qualities? We are looking for a results driven, passionate Talent Development & Training senior leader adept in envisioning, building, delivering, facilitating and measuring the effectiveness of global development, training on 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 strategic leader influences, builds and manages

- internal and external learning and development partnerships;
- global, innovative offerings portfolio and methodologies;
- and a team of Talent optimization, training design and training delivery resources;

which 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 and oversee the development of a global comprehensive Talent development and enablement vision, strategy, plan, requirements, execution which include blended learning offerings, instructional techniques, delivery formats, and measurable outcomes; aligned to business growth and hiring department needs across Infor's ecosystem and product release cycles, inclusive of

Organization and Talent Strategy and Measurement
Training Design and Development
Training Delivery Management and Execution

As well as participate in Public/Private partnership workforce readiness activities helping to secure available government and/or grant funding for workforce development initiatives which may help reduce programming costs

Organization and Talent Strategy and Measurement

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.)

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

Training Design and Development

Drive the management of instructional and curriculum design resources to produce 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. The team will lead the approach, process, guidance, templates, instructional design tools and consumption

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

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

Training Delivery Management and Execution

Development of the Global and localization strategy and delivery; facilitate and measure the effectiveness of completed training; and build leverage train-the-trainer strategy to develop and manage a community of extended local trainers.

All training modes and methods and all audiences and role/job functions including onboarding, Bootcamps, Job Courses, etc.

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

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

Budget and Reporting Management

Drive training and development steering committee(s), 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, Computer Science or IT Management required, Masters of Educational Technology or Science in Teaching or Learning and Curriculum Development preferred

Training, Development and Implementation expertise

10+ 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.