Example of Director, Learning & Development Job Description

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Our growing company is looking for a director, learning & development. To join our growing team, please review the list of responsibilities and qualifications.

Responsibilities for director, learning & development

- Guide the ongoing transition from (primarily) instructor-led training to (primarily) web and social media based training with instructor-led and blended training as required
- Devise program evaluation processes and measurements to monitor and report upon the effectiveness of program offerings and return on investment
- Leads competency management and alignment for Financial Services to ensure the core competencies required for key positions are identified, articulated and linked to training and development solutions
- Manages the training and development budgeting process with accountability for budget management and reporting for FS learning and development
- Forges and leverages relationships with external training suppliers and resources
- Support development of innovative forms of learning to improve retention and compliance and embed that in the design of learning programs, projects, and initiatives CBL, Bio Academy
- Establish the company's learning & leadership development philosophy and strategies
- Oversee the team that leads all learning & leadership development programs and ensure smooth delivery, continuous improvements of each program, while maintaining consistency of key learnings
- Partner with other development communities internal to Agilent to share best practices and plans

Qualifications for director, learning & development

- Qualified in at least one diagnostic instrument (eg MBTI, TMSDI)
- Significant experience in learning and organisational development management role
- Proven success in a business partnering role, supporting the business through OD
- Experience of supporting a business or division through significant change
- Experience of design and delivery of learning initiatives and especially of team development and team planning programmes
- Proven experience of coaching to Director level