

LEARNING & DEVELOPMENT DIRECTOR
Brookhaven National Laboratory

The Manager of Learning and Development is accountable for driving organizational performance and business results by optimizing and growing the performance capability of the workforce by reinforcing personal ownership for performance and results. The incumbent designs, implements and delivers leadership development programs and initiatives to a wide-ranging organization. Key duties include development and delivery of training and training tools to support leadership development, management training, and specialized skills and competencies training. Works with Laboratory management to ensure that leadership development programs, initiatives and delivery methods support the Laboratory mission, and goals of a diverse employee population, as well as the inspiration, enlistment and empowerment of others.

Requires a Masters in Organizational Development, Instructional Design, Adult Learning Theory or related field, or an MBA required. 15+ years organizational and leadership development work experience that includes a minimum of 5 years management experience required. Certifications in training programs and assessments. Knowledge, skills and abilities are required in: delivering and executing leadership development curriculum and building bench strength for succession management and growth; change management leadership and facilitation; curriculum design and development of training content and materials utilizing online delivery; proficiency with Microsoft Office Suite: Word, PowerPoint, Excel and Publisher; extensive knowledge of enterprise learning systems and e-learning with a proven track record of accomplishments integrating and implementing such systems; extensive knowledge of e-learning course development tools; in-depth knowledge of adult learning theory. Experience working in a regulatory-driven environment a plus.

Responsibilities include, but are not limited to the: design, develop and deliver effective learning programs for leaders and staff; work with leaders to identify learning opportunities and develop appropriate training content to support leadership development programs and initiatives.; provide coaching and 360 feedback for leaders; recruit and build the Learning and Development Organization; consult with HR managers and organizational leaders on change management opportunities by providing guidance on resources, processes, and tools; implement climate surveys; lead/participate in enterprise-wide communities of practice to learn and share best practices, content, and training strategies. Additional responsibilities include: develop and establish a set of Leadership Core Competencies for Laboratory management positions; institute a Leadership Training and Development Program that integrates the Laboratory's Leadership Model; develop orientation training courses for new Laboratory managers and supervisors that include the Laboratory's leadership behavior and expectations for safety leadership performance; improve performance appraisal process that provides direct link between evaluation of performance and expected Leadership Behaviors; manage the Laboratory's succession planning process to ensure organizational readiness; determine appropriate blend of traditional learning approaches with existing and new technologies in order to create and deliver best in class learning programs.

Please apply to Job #15383, listed under Management www.bnl.gov/hr/careers

At **Brookhaven National Laboratory** we believe that a **comprehensive employee benefits program** is an important and meaningful part of the compensation employees receive. Our benefits program includes but is not limited to:

- _ Medical Plans
- _ Vacation
- _ Holidays
- _ Dental Plans
- _ Life Insurance
- _ 401(k) Plan
- _ Retirement Plan
- _ On site Child Development Center, Swimming Pool, Weight room Tennis Courts, and many other employee perks and benefits.

Brookhaven National Laboratory is an equal opportunity employer committed to building and maintaining a diverse workforce