

Seeking Director of Learning and Development

NCTI is a highly-collaborative, fast-paced organization recognized for its expertise to produce and deliver quality content and innovative, award-winning solutions that enrich learning and strengthen teams and organizations. We are an ideal match for the ambitious, forward-thinking, open-minded, and well-rounded self-starter who seeks creativity, autonomy, and satisfaction in a dynamic and fun environment.

The Director of Learning and Development draws on deep eLearning instructional program design and delivery experience, as well as strong business acumen, to lead the development of innovative learning experiences that drive the development and upskilling of NCTI's students who work in a fast-paced, high-growth industry. This strategic leader supports corporate strategy and implements key initiatives.

This Director leads the Learning and Development team comprised of outstanding professionals including Curriculum Developers, Subject Matter Experts, Technical Writers, Editors, and Multimedia Designers.

This Director reports to the Chief Executive Officer and is a vital member of NCTI's Leadership Team.

Key attributes for success in this role include curiosity, creative problem solving, and strong coaching skills.

This is a full-time position and has flexibility with geographic location.

Key Responsibilities:

- Own the strategy, design, development, delivery, and iteration of learning experiences for all our students that elevates the learning experience and aligns with our organizational strategy.
- Apply industry best practices around innovative learning delivery and design trends and provide recommendations for adoption.
- Lead, coach, and develop a growing team of seven high-performing learning and development professionals to deliver learning programs and solutions.
- Develop curriculum: deliver content and consistently improve our programs as we grow and scale the business.
- Focus on delivering high-impact training that maximizes learner comprehension and application utilizing technology, interaction, and innovative tactics.
- Develop strong relationships with key stakeholders to ensure learning and development programs align with specific business priorities and outcomes.

- Support sales efforts and consult with customers to identify training needs, design training experiences, and support training roadmap development.

You:

- Are aligned with:
 - NCTI's **Mission**: *To improve the lives of our students through purposeful learning experiences that positively impact the people and companies we serve.*
 - Our **Why**: *Everyone should have the opportunity to prosper.*
 - Our **Core Values**: *Passion, Professionalism, and Perseverance.*
- Advocate for effective online instruction and its value in learning.
- Think strategically and apply business insights to formulate and drive solutions that achieve organizational effectiveness.
- Enjoy and excel in environments where you tackle and solve new and increasingly-complex strategic business challenges and issues while incorporating the newest ideas, technologies, and approaches to business.
- Are an ambitious and passionate leader who is comfortable in your own skin and demonstrate a high level of emotional intelligence and self-awareness.
- A leader who is comfortable with ambiguity and can build effective solutions that scale and work for in-person and remote environments.
- Possess a roll-up-your-sleeves attitude.
- A business partner who can merge organizational needs and integrated learning and development solutions to deliver an exceptional student experience.
- An excellent communicator, able to present information in a clear and concise manner (orally and in writing) to ensure others understand ideas; appropriately adapt message, style, and tone to accommodate a variety of audiences.
- A proven thought partner and executor, with the ability to translate organizational and individual needs into specific solutions.
- A leader and team-builder who will enable/encourage the highest level of individual and group performance; exceptional at developing, inspiring, motivating, and retaining top talent.
- Enjoy using logic to identify alternatives, evaluate, and present approaches to solve complex problems, as well as brainstorming creative methods for problem-solving.
- Possess strong change management skills and are highly adaptable to changing requirements and business demands.
- A critical thinker who stays on the forefront of innovative learning practices.
- An experienced program manager with the ability to define and manage project scope, goals, deliverables, and timelines (experience with Scrum, Agile, or Lean is a plus).
- A collaborative partner and effective relationship manager with stakeholders.

- Able to work independently and as part of a team.
- Working knowledge of languages in addition to English is an asset.

Qualifications:

- 10+ years of experience in adult learning and development and experience managing a team of driven, high-achieving learning and development professionals.
- Bachelor's degree in Organizational Development, Communication, Education, Human Resources, Business, or a related field. Master's degree preferred.
- Deep knowledge of how people learn/change behaviors and how to deliver impactful learning experiences.
- Knowledge of core learning theories, frameworks, and assessments and the ability to use these in a practical way.
- Educational Development training certifications or relevant Learning and Development certifications are a plus.
- Demonstrated use of consultative approach in working with internal and external clients.
- Proven expertise in using data to inform decisions on effectiveness of learning experiences and an understanding of what creates both learning and behavior change resulting in measurable improvement.
- Strong project management skills. Ability to balance multiple projects while informing key partners of progress and outcomes.
- Strong teamwork and collaboration experience with cross-functional and cross-regional teams.
- Experience managing and leading a team.
- Possesses personal ethics, performs quality work, and maintains a positive attitude.
- Able to travel approximately 10%.

Note: This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job. NCTI reserves the right to add, delete, or change the responsibilities of this position at its discretion.

To apply for this position – send resume and cover letter to careers@ncti.com and include “Director of Learning and Development” in subject line.

To learn more about NCTI, please visit www.NCTI.com.