

## **Title: Senior Leadership Development Specialist**

### **Edward Jones**

This professional will join a team of Learning & Development professionals within the Talent Management area. The mission of the Learning & Development department is to accelerate the learning and growth of firm talent to drive sustainable business results. To enable our mission, this individual will be responsible for:

#### **Responsibilities**

The sourcing, design, development, delivery & evaluation of leadership development programs and initiatives for the range of middle to senior leadership levels.

Aligning and collaborating with HR colleagues and division leaders to diagnose current and future business needs and to identify solutions.

Independently assesses needs, plans, designs and manages end-to-end learning projects that span large and or multiple divisions and support complex and large change efforts/processes.

Utilizes strong facilitation skills with programs and processes including the ability to adapt style, and have presence to lead training discussions and provide recommendations and/or solutions.

Coaches/advises leadership and teams.

Required to have in-depth expertise in the interfaces among psychology, business performance and adult learning to contribute to improved performance.

Provides a broad range of experience, knowledge and practical experience.

Develops tools and resources that most effectively utilize multiple learning platforms supporting on-the-job, in classroom and virtual environment learning.

Converts knowledge dissemination activities from classroom-based training to better delivery mechanisms such as elearning and coaching.

Measures the effectiveness of training and development programs.

Assesses performance needs and makes strategic learning and nonlearning recommendations to enhance organization performance.

Manages vendor relationships for specific programs and processes.

#### **Requirements**

Bachelor's degree in Human Resources, Organization Development, Industrial/ Organizational Psychology or related field is required. A Masters degree or higher is preferred.

5-7 years experience in consulting, training, leadership development, curriculum design, delivery, evaluation required; leadership experience guiding the efforts of others - preferred.

Demonstrated experience consulting with business leaders and HR professionals to analyze, recommend, provide and evaluate leadership development solutions that support current and future business needs.

Extensive knowledge of Leadership development methodologies, research, trends, and practices.

Proven ability to design learning solutions to address business issues.

Excellent platform presentation and group facilitation skills.

In-depth project management, vendor management, negotiation and conflict resolution skills.

Consulting/influencing skills.

Please send resumes to [sonya.adams@edwardjones.com](mailto:sonya.adams@edwardjones.com)

Company website/Career link: [www.careers.edwardjones.com](http://www.careers.edwardjones.com) to apply and review more information on career opportunities with Edward Jones