

## **Lead Talent Development Consultant**

**The people of Transamerica bring expertise, creativity, diverse thought and heart to everything that we do-and to the communities where we live and work.**

We have an unwavering commitment to continued development and upskilling of our teams. This role is pivotal in preparing our workforce to adapt to a changing workplace. We are searching for a passionate talent development professional with expertise in instructional design to join our exceptional team. We need a creative and curious designer to identify the learning styles of our diverse employee population and create engaging and compelling course content that enhances retention. If you would like to make a difference across the enterprise and provide white glove service for our stakeholder, we would like to have a career conversation with you today.

### **What you will do:**

- Design and develop training and educational programs in connection with leadership, management, and individual development, team effectiveness, and change management initiatives.
- Act as lead instructional designer and provide facilitation as needed.
- Provide consultation to Talent Management Advisory Teams to recommend best delivery method for tools, resources and programs.
- Use instructional design, adult learning theories, and industry recognized design practices to customize and innovate new and existing programs
- Design, deploy and facilitate complex organizational development programs at all levels of the organization using blended learning approaches (virtual, e-learning, instructor led, multi-media). These programs may have multiple learning modalities and phases.
- Provide vision and leadership in the integration of instructional technologies for multi-media, hybrid and classroom programs.
- Conduct needs analysis and develop measurements for employee development initiatives.
- Execute on a broad array of assignments requiring independent judgment and creative thinking and the ability to influence others, including upline leadership.
- Work directly with business partners and advisory teams to understand business problems requiring organizational development solutions to accomplish change management and human capital initiatives. Provides leadership assessing, recommending, and implementing solutions.
- Analyze current training programs for effectiveness and to identify areas of improvement.
- Continual learning of emerging technology and concepts that enhance development initiatives.
- Identify ways to foster collaborative learning environments and grow the organization's learning culture.
- Other duties as assigned based on business needs.

### **What you need:**

- Bachelor's degree in related field, professional certifications, or other combination of education and experience with emphasis on Instructional Design or Educational Technology.

- Possess and applies a comprehensive knowledge of particular field of specialization to the completion of complex assignments.
- Ability to read the system and react and assimilate to changing priorities.
- High tolerance for ambiguity and change.
- Excellent verbal and written communication and facilitation skills.
- Creativity and strong organizational skills with the ability to handle multiple tasks at one time.
- Strong Microsoft Office application knowledge, in addition to knowledge of learning technologies required.

### **What You Receive:**

**A Comprehensive *Wealth + Health* package.** It's our passion to empower people, and especially our employees, to add years to their lives and more life to their years. That means a healthy account balance and a healthy body to match. As you'll come to discover, *Wealth + Health* is a central part of everything we do!

**Wealth Benefits;** Competitive Pay, Bonus, and Benefits Package; Pension Plan, 401k Match, Employee Stock Purchase Plan, Tuition Reimbursement, Disability Insurance, Stock Purchase Plan, Employee Discounts, Career Training & Development Opportunities, Certification Sponsorship

**Health and Work/Life Balance Benefits;** *Be Well* Company sponsored holistic wellness program which includes Wellness Coaching and reward dollars, Parental Leave, Adoption Assistance, Employee Assistance Program, College Coach Program, Back-up Care Program, Paid Time Off to Volunteer, Employee Matching Gifts Program, Employee Resource Groups, Inclusion and Diversity Programs, Employee Recognition Program.