

## **Senior Training & Development Specialist**

*Louisville Water Company  
Louisville, Kentucky 40202*

### **JOB SUMMARY**

Responsible for building partnerships that enhance organizational effectiveness and performance and increase Louisville Water Company's ability to achieve business objectives and strategies. Creatively design and develop company-wide training and development initiatives, projects, programs, and communications. Use all available media and resources for delivery of effective, efficient adult learning. Work with employees, managers, internal departments and outside vendors to match operational needs with appropriate solutions. Assess needs, determines learning interventions, and selects appropriate media for delivery. Create active, practical, experiential learning solutions for adult learners

### **ESSENTIAL JOB FUNCTIONS**

Design, conduct and analyze results to develop learning objectives, activities and materials based on identified needs.

Assess and determine content delivery methods (e.g., internal/external instructor-led, technology driven, blended, field instruction, self-study) to ensure that needs are met in an effective and efficient manner.

Plan, design, and implement initiatives, projects, and communications that support organizational and employee performance improvement.

Consult with managers, frontline employees and work groups to develop a customized product to meet their developmental needs.

Assist in the identification and implementation of internal/external vocational training programs to address the training needs of the Louisville Water union and non-union labor work force.

Develop and implement metrics to measure impact and customer satisfaction with training and developmental initiatives to determine if programs meet needs and result in performance improvement.

Provide organizational development services that drive change and impact the achievement of business results.

Perform other duties as assigned.

### **KNOWLEDGE, SKILLS & ABILITIES**

Demonstrated proficiency in MS Office Suite; experience implementing and tracking employee training using a learning management system.

Excellent interpersonal communication, written, verbal and presentation skills.

Thorough knowledge of adult learning theory and proven ability to develop training and development that incorporates adult learning principles.

Demonstrated ability to successfully work under pressure with attention to details.

Effectively work on multiple projects with competing priorities/deadlines.

Strong team and customer orientation and successful experience in coaching, consulting, and developing employees' skills.

Ability to identify training and/or organizational needs and provide leadership to initiate the process to find solutions.

*Requirements*

**MINIMUM QUALIFICATIONS**

Bachelor's degree in organizational development, training development, or human resources; and

Three (3) years of experience in instructional design and delivery; and

Experience with designing training programs (web-based, classroom, blended, field instruction, etc.)

**PREFERRED QUALIFICATIONS:**

Master's degree in organizational development, training development, or human resources; and

One (1) years of experience in instructional design and delivery; and

Certification in one or more of the following preferred: PMP, SPHR, CPLP, DISC, EI, and/or Myers Briggs.

To apply, visit: <https://lnkd.in/evm-nj>

[louisvillewater.com](http://louisvillewater.com)