**Director of Training and Development**

Langley Federal Credit Union is Improving Members’ Lives by Helping Them Save, Borrow and Spend Wisely.  We are seeking a Director of Training and Development to join our team and be part of an exciting transformation of Human Resources in support of the Langley People Strategy.  Reporting to the VP of Human Resources, you will perform a key leadership role in identifying and implementing solutions that will engage employees in Langley’s culture and empower them with the knowledge, skills, and resources that enable them to serve our members, achieve Langley business goals and grow their own careers.

**Responsibilities include:**

* Analyzing credit union-wide performance needs and translating those needs into a strategically aligned, enterprise training and development plan.
* Managing the enterprise training and development plan and budget to ensure training and development activities and resources are aligned with business needs and optimized for maximum impact.
* Growing and leading a highly engaged, high performing team of Learning and Development Specialists.
* Actively contributing to all phases of the training and development cycle from needs analysis through implementation and evaluation.
* Evaluating learning technology and implementing learning strategies to optimize audience reach and effectiveness.
* Collaborating with HR, Organizational Development, and internal business partners to create Learning and Development strategies and solutions aimed at maximizing employee engagement, developing leaders and creating a culture of high performers.
* Proactively assessing organizational and department level projects and change initiatives to identify potential training and development needs.
* Managing the daily operations of the Training Department.
* Ensuring that training is instructionally sound, consistent and aligned with Langley culture and strategic goals
* Creating a measurement and evaluation strategy for training and development solutions and evaluating the impact on performance and organizational goals.
* Proactively communicating training and development opportunities and schedules and serves as a visible champion for the culture of training, professional and career development within Langley.

**Ideal candidate will have the following education/experience:**

* Bachelor’s Degree or higher in Education, Instructional Design, Psychology, Business, Communications, or related discipline.
* Minimum of five years managing a team of training and development professionals.
* Minimum of five years of training design, development and delivery experience.
* Experience using a variety of Learning Management Systems and course development tools.
* Experience facilitating classroom training in a business environment.
* ATD or SHRM Certification preferred (CPLP, APTD, SHRM, SCP/CP).
* Experience in a Credit Union or other financial institution preferred but not required.

**If you:**

* + Are a results-driven leader,
  + Are passionate about the training and development profession and its impact on the organization and,
  + Want to be part of dynamic organization ranked number one in Kiplinger’s “best banks in the US for your money” for “Best Credit Union”,

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