

Learning and Organizational Development Director at PATH

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Company: JobWebKenya

Location: Kenya

Category: life-physical-and-social-science

Job Description

(adsbygoogle = window.adsbygoogle || []).push({}); PATH is an international organization that drives transformative innovation to save lives and improve health, especially among women and children. We accelerate innovation across five platforms-vaccines, drugs, diagnostics, devices, and system and service innovations-that harness our entrepreneurial insight, scientific and public health expertise, and passion for health equity.

Summary

The Director of Learning and Organization Development is responsible for leading the design, development, and implementation of high impact learning and development programs for PATH, as well as establishing employee engagement programs and strategies that shape the employee experience, build high performing teams, and drive PATH culture forward.

This position requires the ability to juggle multiple work streams and initiatives that impact all leaders and employees across PATH and that are instrumental to the success of the organization. This position reports to the Chief People and Diversity Officer and is a member of the Global HR Leadership team and PATH Global Leaders (PGL) group. The position leads a team of learning and organization development specialists.

Responsibilities

Learning:

Lead the development of an organizational learning strategy that aligns to PATH's competency framework, strategic priorities, and industry standards, and addresses PATH's current and future learning and talent development needs.

Develop, scale, maintain, and deliver a best-in-class global learning portfolio that includes required and voluntary training, training for managers, performance management, and leadership development.

Plan, develop and provide culturally relevant training programs for adult learners. This may include developing and facilitating training for eLearning, classroom, on the job, workshops, seminars, and conferences.

Monitor and evaluate the effectiveness of all training programs and implement changes as necessary to elevate the level and success of all training initiatives.

Establish and maintain internal partnerships with subject matter experts (such as HR directors, HR Business Partners, communications, technical experts), and manage academic alliances and external partnerships with specialty-focused vendors to provide management and leadership development curriculum and programs.

Talent Management and Executive Development:

Own PATH's talent development lifecycle and processes (Grow, Perform, Succeed) and evaluate options to enhance, ensure fairness, and build internal capability. This may include implementing a performance management system, annual talent assessments, coaching programs, and -degree and other assessments.

Partner with PATH Global Leaders and Executive Leadership team to drive the executive talent development and succession planning efforts for the business.

Partner within the Global HR Business Partners team to assess and develop learning approaches to meet specific division or functional needs including leadership coaching and external offerings.

Employee Engagement Strategy:

Develop a people experience strategy, action plan, and roadmap, with associated measurement, that supports the desired culture.

Partner closely with key stakeholders across the HR function to diagnose strengths and opportunities across the employee lifecycle that impact employee experience.

Partner with the Global DEI Director to develop and own an aligned employee engagement

survey strategy and analyze the data to identify trends and areas for improvement that inform key decisions and guide the people strategy.

Establish KPIs for the employee experience and develop a reporting cadence with delivery to the Executive Leadership team.

Requirements

Demonstrated cultural agility

In-depth understanding of best practices in learning strategy development and in employee engagement

Capacity to build and grow an effective team

Entrepreneurial and innovative mindset

Proven experience with curriculum development and delivery methodologies, and best practices

Track record of driving employee engagement initiatives

Excellent communication and facilitation skills

Strong consultative skills and ability to make persuasive recommendations based on business rationale

Ability to work in and manage ambiguity, including dealing effectively with issues that do not always have a process, system, or solution in place

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