



## TALENT DEVELOPMENT MANAGER

Goodwill Industries of the Chesapeake, Inc. has been preparing people for employment since 1919. Today, GIC employs over 500 people in its network of businesses which includes retail stores, workforce development career centers, a temporary staffing service and government custodial and mail contracts locations. Goodwill Industries was recently selected a Top Work Place by the Baltimore Sun

Under the direction of the VP, Human Resources, the manager (a new position) will direct the design, planning and implementation of a talent development program in alignment with the organization's strategic business plan. The initial priority will be to create and implement a leadership development program in the Retail division to prepare Managers and Assistant Managers for promotional opportunities. Additional responsibilities will include the design and implementation of a front-line employee retail skills training program, administering behavioral assessments and using the feedback to identify development needs, building competency models and career pathing for job families and working with managers to improve selection criteria through assessments and interview formats.

Requirements include:

- Bachelors degree in Human Resource Management, Organizational Development, Training and Development or related field required
- A minimum of 5 years experience in training facilitation and design experience
- Experience in designing, developing and implementing leadership development programs
- SHRM or ASTD certification preferred
- Experience administering behavioral assessment tools and interpreting results
- Strong knowledge of adult learning and training methodologies
- Excellent communication skills
- Effective presentation and facilitation skills
- Ability to interact with employees at all levels of the organization
- Ability to travel within GIC service area

Apply online at [www.goodwillches.org](http://www.goodwillches.org). Pre-employment drug test and background check required. Goodwill Industries is an equal opportunity employer M/F/D/V.

