



Director, Learning Solutions

MICA Learning



The Company

Knightsbridge works with organizations to help them seamlessly execute their strategy through people. Teams of experienced specialists in Leadership & Talent Development, Executive Search & Recruitment, Career Development & Transition, and Workforce Management provide integrated solutions to deliver on your human capital needs. Knightsbridge has the people and services you need when you need stronger people.

Knightsbridge is Canada's fastest growing human capital company, with 26 offices and 250 employees across Canada, the U.S and the U.K., including Toronto, Montreal, Ottawa, Calgary, Vancouver, as well as Halifax, Moncton, and St. John's through our strategic alliance with Knightsbridge Robertson Surette. We serve our clients globally through strategic alliances with Amrop for global executive search.

Our Vision

We will be seen as reshaping the way the market unlocks its human and organizational potential.

Our Mission

Great organizations are built by great people... we move people and organizations to greatness!

Role

The Director, Learning Solutions is responsible for assisting in the execution of the business plan to grow the MICA Learning Practice within Knightsbridge. As resident learning subject matter expert, the Director oversees program design, development and delivery and ensures the highest quality and standards of all MICA Learning Solutions. The Director acts in an advisory capacity to all Knightsbridge Practices. This role reports into the Managing Director, MICA Learning.

Key Accountabilities

- ◆ Assist in developing and executing the MICA Learning go-to-market plan in conjunction with the Managing Director
- ◆ "Go To" subject matter expert on all aspects and modalities of learning and development with expertise and passion for front line management development
- ◆ Works closely with the Leadership Solutions, Career Management and Talent Management Practices to build aligned and integrated client solutions
- ◆ Design and develop learning solutions for targeted sectors based on research and competitive intelligence
- ◆ Oversee the instructional design process. Working with a select team of instructional designers, ensures that the curriculum is developed based on recognized adult learning principles, current, up-to-date thinking, tools and methodologies, and is aligned with Knightsbridge intellectual property and organizational points of view.
- ◆ Manage the MICA Learning proposal response process, vetting, writing or contributing as required



- ◆ Develop and manage relationships with clients and external partners. (e.g., HRP, Fierce Conversations, Experience Point, Associations, etc.).
- ◆ Source, train and manage MICA Learning facilitators (Associates or Contractors) who will deliver the course content.
- ◆ Utilizes data from Learning Management System and other sources to identify learning gaps, and other trends. Provides information to executives and those who plan and deliver workplace learning.

Education

Master's degree (education, organizational development, training and development, instructional and performance technology or related degree)

Experience

Minimum 10+ years of relevant experience, preferably within a consulting/professional services firm.

Competencies

- * Proven track record in design, development of adult learning curriculum-deep understanding of skills building at the front line management level
- ◆ Knowledge of corporate education and training market.
- ◆ Knowledge of corporate training trends.
- ◆ Demonstrated ability to successfully support the sales process through providing subject matter expertise and engage confidently with all levels of client stakeholders.
- ◆ Ability to develop contacts, build a planned/comprehensive network.
- ◆ Ability to listen to others, communicate articulately, build rapport, read audience cues, anticipate needs and think ahead about next steps.
- ◆ Ability to work collaboratively with others to achieve team and organizational goals.
- ◆ Ability and willingness to seek learning opportunities to enhance performance.
- ◆ Exceptional professional business writing skills and excellent communication skills.
- ◆ High level of energy, self motivated and able to work in a fast paced environment.
- ◆ Extremely well organized and able to manage competing demands.
- ◆ Proficient in MS Office suite and CRM tools.

Location

Toronto, ON (Downtown)

Application for consideration

Please send your resume and covering letter outlining your interest in this role to:
internalopportunities@knightsbridge.ca

