



On July 1, AgStar Financial Services, Badgerland Financial and 1st Farm Credit Services joined together as Compeer Financial, strengthening our commitment to the agricultural community.

Title: Lead Learning & Development Consultant

Office Location: *Apple Valley, MN or Sun Prairie, WI preferred office locations*

Position Overview: This position provides leadership and direction to Compeer's organizational development that inspires a learning and development culture and is in alignment with the needs and priorities of the organization. Position is responsible for the implementation of learning and development strategies and programs including competency-based development, curriculum design, comprehensive learning management system, and monitoring & evaluation of learning and development across the organization to maximize team member performance and productivity, professional effectiveness and to ensure a well-qualified work force.

Successful candidates will:

- Stays abreast of best practices within learning and organizational development;
- Identifies, develops, plans, manages, facilitates and evaluates learning & development initiatives and activities.
- Ensures the design and development of training materials and programs integrate adult learning theory, instructional design and transfer of knowledge and skills to meet job competencies;
- Ensures learning and development strategies are consistent with overall objectives for the organization;
- Researches, designs, develops, recommends and delivers training solutions for team member competencies and interpersonal skill development.
- Reviews engagement results and action plans to assess, determine and implement organizational and department learning and development initiatives needed.
- Coordinates, designs and develops functional training for job families.
- Assists in the development and administration of leadership training programs/plans and career path programs.
- Develops participant and leader guide materials and presentations.
- Selects the most effective, efficient and appropriate training technologies and delivery platforms with a focus of effective blended learning due to our geographic diversity, such as e-learning/on demand, off-the-shelf courseware, interactive-video, action learning, on-the-job training or traditional classroom instruction.
- Manages the procurement of outside training courses and materials and evaluates their effectiveness.
- Directly facilitates training and educational/learning sessions.
- Develops and tracks appropriate learning and development reporting, including managing of the L&D budget, for the organization.
- Oversees Learning Management System utilization and administration.
- Develops a process to annually assess organizational learning and development needs.
- Partners with HRBPs to ensure a consistent onboarding experience for all teams across the organization, with a focus on technical skills competencies.

Successful candidates will have:

- Bachelor's degree in organizational development, training & development, human resources, related field or equivalent work experience;
- Professional certification from Association for Talent Development or Langevin Learning Services preferred;
- Minimum 7+ years' experience in similar learning and development or organizational development role(s);
- Experience with e-learning technology (LMS) and demonstrated metrics and reporting analysts evaluation;

- Financial services industry, commercial banking experience is highly desirable;
- Comprehensive knowledge of learning and development practices and methods, including knowledge of theories, principles and practice of adult learning;
- Knowledge and ability to perform needs assessment, job analysis and learning reinforcement, and evaluation;
- Strong analytical and problem solving skills with the ability to get things done on time, with a high degree of quality.
- Excellent presentation, facilitation, discussion, written, verbal and interpersonal communication skills.
- Position requires advanced client service, collaboration, interpersonal, conflict resolution, communication, presentation skills;
- Must possess excellent planning, organization, project management, time management and decision making skills;
- Proven ability to effectively manage personal and departmental time, including balancing a variety of daily and longer-term projects and demands;
- Must be a team player;
- Ability to develop clear, actionable steps from overall strategy;
- Strong proficiency in computer software applications (MS Word, Excel, Outlook, PowerPoint, etc.).

Compeer Financial, headquartered in Sun Prairie, WI, exists to champion the hopes and dreams of rural America like never before. If you are interested in empowering those in agriculture and rural communities to achieve their goals and expand their possibilities, we invite you to learn more about our organization. We are looking for innovative, dynamic and collaborative team members to join our team.

We offer great benefits including:

- Competitive base salary
- Health insurance benefits (medical, dental, vision, etc.)
- 401k (3% Compeer contribution & up to an additional 6% match)
- Paid vacation, sick leave, and holidays
- Educational assistance
- Training and development programs

Qualified candidates please apply online at [www.compeer.com/jobs](http://www.compeer.com/jobs).

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.