

Training and Development Specialist

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Company: Virtual Force Inc.

Location: , , Pakistan

Category: other-general

Position Details: Training and Development Specialist Location:Remote, Pakistan Openings: 1
Salary RangeMarket Competitive Description: Virtual Force is a Technology Advisory, Innovation, Design and Engineering platform that builds next generation software products for enterprises and startups. We have solved complex technology roll out and growth problems for our clients in HealthTech, FinTech, EdTech, Artificial Intelligence, Blockchain and Digital Transformation Verticals. Virtual Force is hiring for a partner company based in Australia. It is a rapidly growing Australian company that designs and manufactures kitchen appliances. Our products sell in over 40 countries. The role we are offering is within our new product development division. In this division, we have a team of designers, engineers, product managers, and category specialists who work together to design, build, test, and develop our products from start to finish. As our company expands, we must maintain effective collaboration across different disciplines. We believe that when individuals in various fields understand each other's roles and capabilities, it leads to better outcomes. Additionally, we encourage our team members to continually enhance their knowledge of cooking, food science, and culinary trends As we scale, we rely on training to foster cross-functional collaboration and knowledge growth. This is where you come in. We are seeking a talented training and development specialist to join our team. In this role, you will collaborate with subject matter experts inside and outside Breville to identify training needs, design curricula for new and existing employees, develop schedules, and create assessment tools. While expertise in our subject matter is not required, we value your ability to learn quickly, adapt, be flexible, and bring a passionate approach. Your experience developing and

delivering customised training materials will make you stand out from other candidates.

Roles and responsibilities: The role has three components: Training needs identification, training delivery and evaluation.

1. Design and develop training programs and materials based on identified needs and objectives
2. Conduct training needs assessments and analyse performance gaps
3. Research and select appropriate training methods and tools, including e-learning platforms and resources

Facilitate training sessions, workshops, and webinars

Evaluate the effectiveness of training programs and make recommendations for improvement

Collaborate with subject matter experts and stakeholders to ensure training content accuracy and relevance

Maintain training and development of internal infrastructure and delivery platforms:

1. Manage training and development share point sites and learning platforms (Linkedin)
2. Be the point person to coordinate with BI/ IT teams to resolve technical issues and coordinate developmental work
3. Manage learning and development education asset database, learning records, curricula etc.

Contribute to, and coordinate specific people and capability enhancement initiatives of general HR function nature

These include:

1. Business as usual activities like people capability meetings and monthly townhalls
2. Project examples: Graduate program rollout and enhancements, onboarding programs

Qualifications, Experience and Desired Attributes

Qualifications and Experience

Experience 2-4 years

Certifications in training and assessment, teaching

Degree in Education, Training, Commerce, Industrial Design or Education viewed favorably

Experience in learning content authoring tools (e.g. Articulate 360)

Experience in delivering and developing learning content

We are not too precious about the exact qualification and experience; we seek demonstrable skills and a keen interest in teaching, learning, training, and development.

Methodical, Attention to Detail

Excellent communications skills – listening, speaking and writing

Ability to effectively prioritise and plan

Achievement orientation

Honest/ Demonstrates high integrity

Fun and creative thinker

You will be following the timings according to Australian Time Zone.

#J-18808-Ljbffr

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