



**Posting Date:** October 15, 2018

**Position:** Employee Development Manager

**Department:** Human Resources

**Reports To:** Chief Administrative Officer

**Summary:** This key position will manage and direct the talent development and performance management of D. G. Yuengling (DGY) workforce to support strategic priorities, organization development initiatives, maximize the investment in people, and promote the unique company culture.

The Employee Development Manager is responsible for planning, designing and implementing the training, coaching, and mentoring throughout Yuengling's multiple state locations to help employees be fully competent and engaged in their roles. This position will provide the guidance and direction needed to help Yuengling put employees into positions that are consistent with their personal goals and the needs of the company. In addition, this role partners with HR and management to align culture into the full life cycle of recruiting and developing employees who appreciate the Yuengling culture and traditions, and will help us become a better organization while modeling and respecting the company values.

**Key Job Functions:**

- Designs, implements and manages an employee development program and training curriculum to achieve strategic business goals and results.
- Writes, designs and/or selects appropriate training materials and evaluates effectiveness of training courses determining the impact of training and development initiatives on employee skills and company goals.
- Handles the administrative and operational aspects of development programs including maintaining in-house training tools and equipment.
- Trains and/or identifies and prepares others to train in areas such as management, leadership, professional development, subject-matter expert facilitation skills and specific job skills.
- Builds and maintains a Learning Management System and database of curriculum, materials and personnel training records.

- Develops, structures and helps manage the course of Yuengling's coaching and mentoring efforts including coaching managers to create individual training and development plans for employees.
- Partners with HR management on the performance management system including job descriptions, standards of performance, performance evaluation tools and other aspects that impact employees' development and growth.
- Partners with HR management to develop career growth plans for Yuengling employees and contributes to next level management discussions.
- Incorporates DGY culture and values into training, organizational development initiatives and works closely with HR management to integrate a strong cultural process into recruiting, hiring and onboarding new employees.

**Required Education and/or Experience:**

- Bachelor's degree in Training and Development, Organizational Development, Human Resources or other related field
- Significant work experience as a training or organizational development manager including needs assessment, design, delivery and evaluation
- Supervisory/management experience with demonstrated leadership skills
- 2+ years of experience building or managing a formal Learning Management System (LMS)
- Experience working in a family business desired

**Essential Requirements:**

- Strong understanding of culture, its role in a successful company and respect of existing culture and company traditions
- Outstanding verbal and written communication skills
- Superior group facilitation and presentation skills
- Excellent organizational, project and time management skills
- Ability to coach and mentor at multiple levels of organization
- Outstanding team player able to build positive working relationships, be flexible and open-minded, and contribute to team projects
- General knowledge of Human Resources tasks and functions
- Strong computer skills including Microsoft Office proficiency; familiarity with online tools

Interested applicants should send resume and salary requirements to  
[jobs@yuengling.com](mailto:jobs@yuengling.com)