



Job Title:	Senior Manager, Learning & Development
Location:	Jacksonville, FL
Employment Status:	Full-Time
Reports To:	VP, Talent Management & OD
Travel (%):	< 25%

Major Roles & Responsibilities

Kraton Corporation is looking to hire a new member of our Global Talent Management team. The Senior Manager, Learning & Development will have a passion for training, strive to always have a great partnership with all team members, and the tenacity to deliver excellent service.

Major Roles & Responsibilities:

- Develop, implement, and deliver/facilitate Learning and development strategies, solutions and content.
- Provide thought leadership on effective methods of training delivery methodology.
- Assist with the Company's leadership development programs, including coaching.
- Tracking the development and progress of the Company's high potential employees.
- Demonstrate leadership and influence skills in driving alignment and prioritization of capability programs and initiatives.
- Provide insights/guidance on best approaches to meet company's learning and development goals.
- Lead the performance management process including related training, coaching, metrics, change management, program evaluation, processes, policies, tools and technology.
- Create and manage project and change management plans to sustain the Company's learning, performance management and development programs.

The statements above are intended to describe the general nature and level of work performed by employees assigned to this classification. Statements are not intended to be construed as an exhaustive list of all duties, responsibilities and skills required for this position.

Kraton's internal talent acquisition team manages our recruiting efforts and from time to time works with pre-selected/pre-approved external staffing agencies. We do NOT accept unsolicited resumes or candidate referrals from recruiters and/or agencies who are not pre-selected/pre-approved.

Skills and Experience

- BS/BA degree in Business, Human Resources Management or Industrial Psychology, or related field.
- A minimum of 10 years progressive experience in leading a learning, training or similar environment, organizational development, succession planning, and change management initiatives.
- Ability to identify and design integrated learning solutions to fill performance, job skills, and/or leadership development gaps using a variety of learning/delivery media, including classroom, eLearning, virtual instructor-led and other e-learning tools.
- Ability to design, develop and deliver training courses and curricula.
- Strong consultative and diagnostic skills with an ability to work through organizational complexity and ambiguity while working with leaders at multiple levels throughout the organization.
- Experience designing, developing, creating content, launching and delivering learning programs to large globally dispersed audiences.
- Experience with virtual learning and eLearning development.
- Experience in the use of a variety of instruments, surveys and assessments to assist individuals and teams with plans to enhance performance and learning.
- PHR or SPHR preferred.



How to Apply

Submit your resume to jobs@kraton.com

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