



LEARNING & DEVELOPMENT MANAGER

Who is Cameron Ashley Building Products?

Do you like to win? Are you passionate? Do you like working in a customer-focused environment? If so, Cameron Ashley Building Products is the place for you! We are a leading distributor of interior & exterior building products with 39 Distribution Centers (and growing) strategically located across the United States. Local, regional & national lumberyards turn to us for products and solutions to help build their businesses. We work each day to exceed our customer expectations in a fun and rewarding environment. At Cameron Ashley we "Play to Win"!

Job Summary:

The Learning & Development Manager is responsible for the learning and development strategy for Cameron Ashley Building Products. The Learning and Development Manager works closely with the VP of Human Resources, Senior Leadership, and Distribution Center Management to align learning initiatives with business strategy and to meet Cameron Ashley's human capital needs. The manager is an active contributor in providing support with training, design, and support with internal customers.

Responsibilities / Job Duties:

- Establishes and executes a vision and strategy for the learning and development functions.
- Partner with leadership in assessing talent needs and developing effective development and training strategies
- Consults with management and senior leadership to assess human performance needs to address business issues and develop executable strategies to address program needs and drive the development of new programs and activities.
- Establishes strategic partnership with outside vendors and consultants to incorporate industry best practices, trends, processes, products, and services into current learning and development strategies.
- Creates, designs, develops, implements, and evaluates all programs and/or learning activities.
- Manages the LMS and a learning and development portfolio of projects and programs including the operational and technological direction of learning technology requirements and solutions.
- Manages and assigns staff learning programs, onboarding, and compliance courses on Learning Management System.
- Provide analysis and metrics to gauge effectiveness of training initiatives.
- Formulates career paths to encourage and provide opportunities for career growth within the organization.
- Develops strong relationships with all levels of employees to build feedback loops, identify, and secure subject matter experts for training delivery and solicit program support.
- Expands and continuously improves the organization's process for onboarding of new employees.
- Assist and help design Manager In Training Program
- Able to create content for Learning Management Systems
- Creative out of the box thinker needed

Required Experience & Education:

- Bachelor's Degree, ideally in HR, OD, Talent Management, or Training Development.
- 5-7 years HR background including learning and development experience
- Experience supporting a nationwide field structure
- Experience with sales training – inside and outside sales
- Experience with product training
- Effective at building credibility quickly and maintaining relationships with end-users and internal champions.
- Communicates effectively – delivers clear, concise, and compelling messages.
- Superior presentation skills and writing ability.
- In-depth knowledge of adult learning strategies, facilitation skills, instructional design and curriculum development techniques
- Experience with Manager in Training Programs