

Director, Talent Development

WinCo Foods is a rapidly growing family of over 130 grocery stores, complete with our own distribution centers and transportation network. We're proud to operate across 10 states west of the Rockies with more than 20,000 employee owners.

At WinCo Foods we act like owners – because we are! We believe, as the Low Price Grocery Leader, that we make the lives of the communities where we operate better by giving them the best possible prices to feed their families and by focusing on the success, well-being and diversity of our employee owners.

Currently, WinCo is the third largest Employee-Owned company in the United States and is #59 on the Forbes.com list of largest privately owned companies. Did you know that ***WinCo has more than 500 millionaire employee-owners in our Employee Stock Ownership Plan (ESOP)? Once eligible, you can start your journey to ownership with an annual gift of stock equaling 20% of what you make each year.*** (ESOP available at most locations and subject to vesting, check the locations Summary Plan Description).

WinCo Foods offers the very best benefits in the industry, with ***low cost, high quality medical benefits with rates as low as \$30 a month***, enrollment in our ESOP after 6 months, career advancement opportunities, paid vacation and sick leave, competitive wages, tuition reimbursement, employee assistance, discount program – and even voluntary benefits like Pet Insurance!

The Director of Talent Development provides strategic and operational leadership for the Learning and Development Team including overseeing leadership development, operational and HR training, succession, and performance management programs. This role serves as member of the Human Resources leadership team reporting to the Vice President, Human Resources & Corporate Communication.

This position requires strong leadership, problem solving, strategic thinking, team building, influencing skills and thought leadership in talent management and development.

Typical Duties and Responsibilities

- Lead the Talent Development function and effectively build, oversee, and deliver Learning and Development programs and initiatives
- Manage, coach, and develop the Learning and Development team maintaining a culture of collaboration and growth
- Manage and determine training needs for programs that may vary in scale. Analyze the impact of training programs, and make recommendations for changes, as needed.
- Forecasts annual programs to meet organizational growth and to develop training roadmaps and curriculums

- Proactively keep abreast of training & development, performance management, and talent development innovations and trends. Incorporate best practices and learning theory into overall learning strategies and program offerings.
- Create and implement tools and programs to enable effective development across areas such as: Career Development, Functional development, Performance Management and Coaching.
- Manage selection and strategic relationships with external vendors and resources where needed
- Stay abreast of emerging Learning and Development technology, and make recommendations for changes and enhancements
- Receive, manage, and satisfactorily resolve escalations and apply lessons learned across organization
- Partner closely with human resource peer leaders, Field HR, and retail operations leadership to consistently improve and enhance systems and process
- Analyze function-level metrics to communicate progress toward goals, identify problem areas, and develop action plans
- Ensure compliance with the company's policies and processes, and evaluate potential risks and liabilities
- Continually evaluate and analyze the effectiveness of WinCo's Learning and Development programs, procedures, and initiatives to ensure they support the Company's strategic business objectives and serve our diverse employee owner population across the organization
- Other job duties as assigned

Requirements

Education:

- Bachelor's degree in related field, or equivalent combination of education, training and experience

Experience:

- At least seven (7) years in professional, progressively responsible Learning and Development roles
- Proven track record of success in the design and execution of Learning and Development, Performance Management, and Succession Planning programs
- Demonstrated ability to work with executive stakeholders and take a proactive approach to business challenges.
- A very open and transparent communication style, along with the ability to constructively give and receive feedback while maintaining positive relationships and maintaining the self-esteem of others. Should be open to dialogue and receptive

to other ideas while still able to communicate your own point of view and push back as necessary to lead to effective outcomes.

- Strong analytical skills, financial aptitude, and attention to detail. Ability to manage multiple priorities at the same time and to work effectively with other functions to ensure deadlines are met.
- Comfortable challenging organizational norms and accepted thinking to improve effectiveness.
- Active learner; enhances personal, professional, and business growth through new knowledge and experiences; pushes the organization to learn from other industries' standards and practices.

Preferred Education, Experience and/or Credentials:

- Retail industry experience
- Master's degree related field

The above statements are intended to describe the general nature of work performed by the employees assigned to this job. All employees must comply with Company policies and applicable laws. The responsibilities, duties and qualifications required of personnel may vary.

As WinCo Foods continues to grow, our diversity—from our variety of perspectives and wide range of experiences—is essential to our strategy and success. We are committed to continue to cultivate and celebrate an inclusive environment in which all employees are valued and respected regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

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