

## **Learning & Development - Sales Training Manager**

### **Are you ready for a career you can BELIEVE in?**

- Do you have a strong belief in the 2nd Amendment?
- Do you support the natural-born right to armed self-defense?
- Do you believe in the mission of the U.S. Concealed Carry Association (USCCA)?

The USCCA helps responsible Americans avoid danger, save lives, and keep their families safe. Delta Defense, LLC is the private company that provides Marketing, Operations and Customer Service for the USCCA.

### **Why YOU should Work at Delta Defense!**

- We are a fun, fast-paced, and rewarding place to work and grow!
- You can grow people, grow sales, and use your passion and energy to support an award winning team.
- Milwaukee Business Journal “Best Place to Work” and Milwaukee Journal Sentinel “Top Workplace” awards 6 years in a row!
- Named on Inc. 5000 “Fastest Growing Private Companies” list 10 years in a row!
- Top Workplaces USA award in 2022!

### **Position Summary:**

Are you tired of maintaining the status quo? Do you like to win? Do you get excited by the opportunity to support the team that drives company growth?

We have an expanding L&D team that is growing in order to scale with our business success. In this role as a Learning & Development Manager that supports our Sales organization, you will lead the day to day responsibilities and career development for our team of L&D Trainers and be an important part of the strategy conversation by conducting needs analysis to further define development opportunities and produce sales results. Our L&D team is committed to utilizing innovative learning solutions. You will be the champion for this growing team. This position allows for a blend of on-site and remote work: 2-3 days/week in office and other days remote.

### **In this role you will have the opportunity to apply your expertise in the following ways:**

- Drive the design and delivery of innovative learning solutions that engage the adult learner.
- Manage the day to day responsibilities and career development for our team of L&D Trainers.
- Ensure our curriculum reflects state of the art practice, is packaged in an effective manner, motivates staff to consume content, and is connected to broader Delta Defense initiatives.
- Utilize technology to offer a broad range of presentation and delivery strategies, including video, audio, simulations and scenarios.
- Develop strong relationships with key Sales Leadership to identify development needs.

- Conduct needs analysis, design, development, testing and implementation of learning programs with a Sales focus.
- Plan, design, and construct spaces/environments that reflect functional, social, and aesthetic considerations to drive learning outcomes.
- Analyze curriculum effectiveness and recommend continuous improvement methods.
- Support the delivery of new hire training and sales development programs.
- Foster relationships with relevant key stakeholders to collect content for custom presentations.
- Ability to travel 25% of working time away from HQ, may include overnight/weekend travel.

### **Experience/Skills:**

- Bachelor's Degree preferred. Equivalent experience considered.
- Experience in creating learning processes as well as one time learning events.
- 3+ years of experience in a leadership role with direct reports.
- Ability to influence others, facilitate processes and coach/advise people leaders.
- 5+ years of experience delivering leadership development programs, sales programs and/or facilitating experiential learning activities across a diverse audience.
- Familiarity with the ADDIE process of learning and creating training is preferred, but not required.
- Experience managing and creating learning solutions.
- Proficiency in Google Docs, Sheets and Slides. Any e-learning platform experience is a plus!
- Passion for developing others.
- Familiar with adult learning theory and blended learning.
- Demonstrates the Core Values of Delta Defense, LLC.

Benefits information can be reviewed at: <https://www.deltadefense.com/careers>

To apply, please click here:

<https://recruiting2.ultipro.com/DEL1019DDLL/JobBoard/5a38633d-9fd5-48ee-9f8f-539de7dac65f/OppportunityDetail?opportunityId=f731c426-f322-40be-a623-b7a405eb84fe>