

TRAINING & DEVELOPMENT CONSULTANT

OVERVIEW

- **Description:** The primary focus of this role will be to consult with learning and development clients within the life sciences industry to create tailored solutions aimed at achieving the client's desired business objectives through the application of curriculum and instructional design methodologies. The ideal candidate will possess strong consultative skills, enabling them to analyze client input to establish a clear vision and structural framework that seamlessly aligns the client's needs with an actionable roadmap and an executable plan. This individual will also collaborate with the internal team to ensure the effective execution of the plan, offering support in project oversight and providing guidance as necessary.
- **Purpose:** Develop best-in-class, holistic plans tailored to our clients' needs, ensuring alignment with their business objectives, and streamlining internal operations by providing actional plans that facilitate efficient and effective execution by our teams.
- **Engagement Details:** Full-time, remote work, minimal travel requirements
 - No relocation requirements although many of our clients work during EST, flexible work hours required if applicant is located in a different time zone
 - No routine travel requirements although we do have some company meetings, conferences, and pitch meetings with clients throughout the year
- **Salary Range:** \$80,000-\$120,000 (range is highly dependent on relevant experience)

KEYS FOR SUCCESS

- Demonstrated experience and knowledge within the life science industry
- Proficiency in curriculum and instructional design within a business context
- Strong consulting skills, particularly in client collaboration within a service-oriented environment
- Ability to autonomously lead initiatives and projects
- A collaborative mindset, fostering effective teamwork and communication
- Adaptability and flexibility to navigate diverse client needs and project requirements
- Strong business acumen to understand client business needs as well as Versado's strategic business needs

RESPONSIBILITIES

VISION

- **Establish** and **evolve** a consultative process and curriculum design vision for Versado
- **Inform** self and others on relevant trends applicable to our business (life sciences, curriculum design, learning technologies, etc.)
- **Continuously align** curriculum design vision with business Versado's business direction and priorities
- **Collaborate** with the team and contractors to execute the design vision, emphasizing the rationale behind the design and its expected impact on business outcomes
- **Innovate and enhance** training offerings and services by leveraging new technologies and industry trends and developing and fostering partnerships with providers and contractors

RESOURCING

- **Cultivate and expand talent resources** (i.e., employees, contractors, partnerships) in collaboration with VP of Creative Services, ensuring alignment with Versado's standards
- **Inform and support** project resources with instruction, training, frameworks/templates, examples, etc., as needed, to support the Learning Producer (LP) and ensure project success

EXECUTION

- **Lead design and consulting** efforts directly with clients, exemplifying Versado's best practices and continuously refining skills through client interactions
- **Contribute to business development** endeavours by actively listening to client needs and developing, writing, and presenting design plans to meet those needs
- **Provide strategic input and accurate estimates** for proposed deliverables as working budgets are developed
- **Collaborate** closely with leadership to customize Versado's products and services to align with project-specific needs and/or proposals
- **Stay abreast** of industry and market dynamics to ensure our designs remain relevant to client needs, particularly in adapting to emerging technologies
- **Contribute** to the enhancement of processes and tools aimed at optimizing the impact of designs, fostering efficiencies as these designs are deployed and replicated across multiple projects