



Learning & Development Director

Pinellas County, Florida

Pinellas County Government is seeking a dynamic learning and development leader to provide strategic direction while designing and implementing comprehensive training programs, managing talent development initiatives, and cultivating a culture of continuous learning.

Ideal Candidate

- Able to work in a multi-tier environment and serve as a learning and development thought leader for the County.
- Will create and maintain strong relationships with County leaders and training staff to explore and meet training needs.
- Strong background in developing management/ leadership training opportunities and organizational development, preferably in a corporate environment.
- Equipped with a strategic mindset to assess organizational needs and create a multi-year training strategy to support the growth of employees at all levels.

Your Partners

As the Learning & Development Director, you will support the Unified Personnel System by acting as a learning expert to a leadership team consisting of 10 organizations (Appointing Authorities) with diverse workforces including Business Technology Services, Clerk of the Circuit Court, County Administration, County Attorney, Human Rights, Human Resources, Forward Pinellas, Property Appraiser, Supervisor of Elections, and Tax Collector. You will collaborate with senior leadership and partner with

the Unified Personnel Board and the Employees' Advisory Council to create buy-in and support, as well as provide guidance to training staff across the County.

What You Will Do

- Develop and execute a strategic learning and development roadmap aligned with organizational goals.
- Lead the creation and execution of innovative learning programs, including executive and leadership development programs, onboarding, soft skills development and technical training.
- Create leadership development programs to build a strong pipeline of future leaders and enhance the skills of current leaders.
- Lead and mentor the learning and development team, promoting professional development and collaboration while staying involved in day-to-day operations.
- Encourage a culture of innovation and continuous improvement within the team.
- Serve as a leading voice/expert reference for training staff across the entire County; those that report directly to this role and those that report to other departments.
- Evaluate and improve existing training programs based on feedback and effectiveness, utilizing process improvement methodology.
- Leverage technology to enhance learning delivery (e-learning, LMS, virtual classrooms, AI-based learning tools).

- Establish metrics to assess the effectiveness of training initiatives and their impact on business outcomes.
- Implement organizational development consulting and interventions.
- Forge working relationships with internal and external stakeholders, including but not limited to universities/colleges, public schools, private industry, government entities, etc.
- Manage the learning and development budget, ensuring the cost-effective use of resources.

What You Should Have

- Nine (9) years of professional experience in learning and development that includes five (5) years of relevant professional leadership experience, or; a Bachelor's degree in human resources management, organizational development, business or related field; and five (5) years of experience as described above; or Master's degree in human resources management, organizational development, organizational behavior or related field and three (3) years of relevant experience; or any equivalent combination of education, training, and/or experience.
- Certifications such as the CPLP (Certified Professional in Learning & Performance) are a plus.

Compensation and Benefits

The Learning & Development Director reports to the Chief Human Resources Officer. The target salary is \$130,000 to \$150,000 based on qualifications with an excellent benefits package. The County is proud to provide comprehensive benefits that include health benefits, life insurance, disability insurance, and Florida Retirement system (FRS) retirement plans. To learn more, visit www.pinellas.gov/what-we-offer.

About Pinellas County

Pinellas County is located in the heart of Florida's beautiful Gulf Coast, just a short drive away from Tampa Bay. Known for its pristine beaches, charming coastal towns, and stunning natural landscapes, Pinellas County is a premier destination for outdoor enthusiasts, families, and retirees.

As a leader in local government, Pinellas County offers a unique and exciting opportunity for experienced professionals to make a real impact on the lives of residents and visitors alike. Home to over one million people, Pinellas County is committed to promoting a thriving, safe, and healthy community through innovative policies, programs, and services.

How to Apply

Apply online for the [Learning & Development Director position](#).

PINELLAS COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

EOE/AA/ADA/DFW/VP: Certain servicemembers and veterans, and the spouses and family members of the servicemembers and veterans, receive preference and priority in employment by the state and are encouraged to apply for the positions being filled.
11/8/24

**WORK.
GROW.
MATTER.**

www.pinellas.gov/opportunities

