Now hiring

Director of Talent Development

Candid is looking for an experienced and motivated team player to create engaging talent development strategies and opportunities that support a culture of continuous learning and professional development.

See the world. Make it better.

On February 1, 2019 Foundation Center and GuideStar joined forces to become Candid, a 501c3 nonprofit organization. Candid connects people who want to change the world to the resources they need to do it.

Every year, millions of nonprofits spend trillions of dollars around the world. Candid finds out where that money comes from, where it goes, and why it matters. Through research, collaboration, and training, Candid connects people who want to change the world to the resources they need to do it. Candid’s data tools on nonprofits, foundations, and grants are the most comprehensive in the world.

Candid’s vision is an ambitious one. But we know that when we make investments in our talent, it translates to more access and better knowledge for those working for social good around the world.

**Position:** Director of Talent Development  
**Reporting to:** Vice President of Talent  
**Location:** Preference given to candidates located in cities where Candid has a larger staff base (Atlanta, Cleveland, New York City, Oakland, Washington D.C., and Williamsburg, VA)

**Position summary**

In this new role, the Director of Talent Development will be responsible for cultivating job skills, learning initiatives, and career growth opportunities for a wide variety of employees. The ideal candidate will be a strategic thinker and pro-active doer, who is ready to play a critical role in designing, implementing and analyzing professional development programs and employee training that support Candid’s vision. The person filling this new role will support a culture that attracts and retains a diverse, compassionate, and competent workforce.
Responsibilities

- Design, develop and lead the implementation of Candid’s career development strategy.
- Conduct individual career and talent assessments that utilize leadership development strategies, tools, and processes to identify learning needs and employee competencies.
- Use the results of talent assessments to identify employee readiness, key skill gaps, and retention risks.
- Lead professional development, career trajectory and succession planning activities including the development of high potentials and leaders.
- Maintain annual calendar of training and development opportunities.
- Establish ways to measure the total effectiveness of all internal learning and development programs.
- Prepare and present training programs to employees; evaluate program acceptance and effectiveness and prepare comprehensive reports of results.
- Proven successful experience at instilling diversity as a key asset for an organization, including building and designing talent programs that supports diverse staff in maximizing their potential.
- Ensure consistency of training and employee development plans.
- Consult and support career development initiatives for employees in conjunction with Candid’s strategic objectives.
- Actively seek opportunities to expand internal professional training opportunities that will reinforce a commitment to culture and the professional development of staff.
- Focus on improving employee abilities and strengthening the skill set of Candid’s existing workforce.
- Collaborate with the Human Resources team and hiring managers to attract and recruit a diverse talent pool of qualified applicants for job openings.
- Manage the implementation and planning of all mandatory compliance training (i.e. harassment and non-discrimination).
- Participate in onboarding new employees to ensure their successful introduction and acclimation into Candid’s culture and work environment.

Requirements

- At least three years of experience in development and implementation of professional training or employee and organizational development programs.
- At least 7 to 10 years of Human Resources experience, with an emphasis in recruiting is ideal.
- Bachelor’s and/or advanced degree in Organizational Development, Human Resources, Education, or degree related to the core functions of this position strongly preferred; equivalent experience will also be considered.
- Proven ability to establish credibility with employees by building consensus and achieving goals through influence versus direct line authority.
• Experience developing and implementing training programs and tools from inception.
• Demonstrated strong problem solving and analytical skills combined with business judgment.
• A passion for outstanding service to internal stakeholders.
• Strong communication skills, including strong presentation, writing, and listening skills that embrace cognitive diversity.
• Excellent customer service and relationship management skills.
• Sensitivity and respect for equity, inclusion, cultural differences, and diverse perspectives.
• Champions and represents Candid’s core values: We’re driven, direct, accessible, curious, and inclusive.
• Enthusiastic willingness to perform other duties and special projects as needed/requested.

How to apply

Please email your resume and cover letter to careers@candid.org. Please put the title of the position you are applying for in the subject line. Your application will only be considered if all instructions above are met.

We offer a competitive salary and excellent benefits. Due to the high volume of applicants we typically receive, we regret that we can only contact candidates that we would like to interview.

For more information on positions available at Candid, please visit our website: https://candid.org/about/work-at-candid

Candid is an EO/AA/VET/DISABLED Employer.

We are committed to diversity, equity, and inclusion and especially encourage members of underrepresented communities to apply.

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