

Associate Director, Leadership Development (Hybrid PA/NJ)

Merck ★★★★★ 4,307 reviews

North Wales, PA

Full-time

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Job details

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Job Type

Full-time

Full Job Description

Job Description

New Hires based in the US & Puerto Rico will be required to demonstrate that they have been fully vaccinated for Covid-19 or qualify for a medical or religious exemption or accommodation to this vaccination requirement, subject to applicable law.

Our Company is a global health care leader with a diversified portfolio of prescription medicines, vaccines and animal health products. The difference between potential and achievement lies in the spark that fuels innovation and inventiveness; this is the space where our company has codified its 130-year legacy. Our success is backed by ethical integrity, forward momentum, and an inspiring mission to achieve new milestones in global healthcare.

We know that our people are the key to our success, which is why our Human Resources team works to attract, develop, retain and inspire our people so that they can learn, grow and make a true impact on the world. Together we collaborate to create a culturally rich, diverse organization ensuring we remain innovative and agile.

Position Description:

This Associate Director position supports the Global Talent & Leadership Organization with driving leadership development activities throughout the entire organization. This position will support the strategy and prioritization of the talent portfolio and leads the design and execution of leadership development programs that will enable the achievement of business results and our inclusion goals within the organization. This role supports specifically the execution of leadership development programs related to our Business Acumen and Affinity offerings. The role will interact and partner with Global Learning & Development (GL&D), HROPS, Global Diversity and Inclusion COE and external partners to execute the strategy. The role will collaborate with leaders to understand business goals and performance needs, develop and execute development solutions, and routinely engage with key stakeholders to ensure development solutions continue to support and positively drive desired outcomes.

Responsibilities:

Support Design and execution of Leadership Development Offerings

- Assume ownership of Leadership Development programs, specific to Business Acumen and affinity portfolio offerings in partnership with Director, Global Talent & Leadership and other team members.
- Partner with GL&D for the creation and delivery of learning associated with all programs
- Support the execution of an evolving Affinity Focused Leadership Development Strategy to ensure we are meeting the development goals of our diverse talent population with development solutions aligned to enable leadership as a differentiator.
- Support manager and collaborates with peers to deliver a coherent, efficient, and strategically aligned approach to Leadership capability building
- Partner with external leadership development organizations and manage vendor relationships.
- Provide internal SMEs for programs and ensure learning solutions are relevant and provide business impact and a modern, compelling learning experience.
- Manage and track financial commitments related to the learning solution

Competencies:

- Business Acumen: Ability to engage with colleagues around business strategy, goals, and business outcomes, and make sound business decisions on how this is reflected in the content of programs.
- Leadership: Models effective leadership skills and demonstrates effective modeling of our Company's values of ethics and integrity, and respect for people.
- External Orientation: Apply external best practices in area of responsibility. Model continuous learning for team and clients.
- Collaboration: Work with individuals and groups in a constructive and collaborative manner, including the ability to build and maintain critical networks and collaborative relationships. Take full advantage of resident expertise in GL&D internal partner organizations to maximize efficiency and effectiveness.
- Creative Thinking: Beginning skill in applying tools and techniques for grasping new concepts, acquiring new ways of seeing things, and revising ways of thinking and patterns of behavior
- Oral and Written Communications: Ability to express oneself to provide information to others effectively and in a succinct manner; outstanding verbal, written, and executive level presentation abilities and interpersonal skills; ability to ask thoughtful questions to gain insights, listen, and understand other perspectives
- Decision Making and Critical Thinking: Ability to use a broad range of methods, assumptions, frameworks, and perspectives when solving problems and making decisions. Ability to prioritize own work. Seek first to leverage existing resources and align with other areas of GT&L and GL&D before developing new assets
- Data analytics: Contributes to the definition of business and learning outcomes, metrics and measurement strategies. Ability to analyze and interpret data for business and learning decisions
- Planning: Project planning and management experience
- L&D Policies, Standards, and Procedures: Knowledge of and ability to use industry and organization standards, procedures, and policies relevant to staff learning and development
- Adult Learning: Theory and Practice: Experience in applying concepts and practices of adult learning to meet the dynamic needs of the business
- Learning Needs Analysis: Experience in assessing competency gaps and identifying what people need to learn for successful individual and organizational performance

Position Qualifications:

Education Minimum Requirement:

- Bachelor's degree required with 10 years of related experience.

Required Experience and Skills:

- Minimum of 2 years of leadership development experience

Preferred Experience and Skills:

- Experience in the areas of learning, talent, HR, or comparable areas
- Experience with procurement related processes

Our Support Functions deliver services and make recommendations about ways to enhance our workplace and the culture of our organization. Our Support Functions include HR, Finance, Information Technology, Legal, Procurement, Administration, Facilities and Security.

Who we are ...

We are known as Merck & Co., Inc., Rahway, New Jersey, USA in the United States and Canada and MSD everywhere else. For more than a century, we have been inventing for life, bringing forward medicines and vaccines for many of the world's most challenging diseases. Today, our company continues to be at the forefront of research to deliver innovative health solutions and advance the prevention and treatment of diseases that threaten people and animals around the world.

What we look for ...

Imagine getting up in the morning for a job as important as helping to save and improve lives around the world. Here, you have that opportunity. You can put your empathy, creativity, digital mastery, or scientific genius to work in collaboration with a diverse group of colleagues who pursue and bring hope to countless people who are battling some of the most challenging diseases of our time. Our team is constantly evolving, so if you are among the intellectually curious, join us—and start making your impact today.