

Director, Learning Culture and Experience

Adobe ★★★★★ 737 reviews

San Jose, CA 95110

\$157,900 - \$205,000 a year - Full-time

Apply on company site



Job details

No matching [job preferences](#)

Salary

\$157,900 - \$205,000 a year

Job Type

Full-time

Full Job Description

Our Company

Our Company

Changing the world through digital experiences is what Adobe's all about. We give everyone—from emerging artists to global brands—everything they need to design and deliver exceptional digital experiences! We're passionate about empowering people to create beautiful and powerful images, videos, and apps, and transform how companies interact with customers across every screen.

We're on a mission to hire the very best and are committed to creating exceptional employee experiences where everyone is respected and has access to equal opportunity. We realize that new ideas can come from everywhere in the organization, and we know the next big idea could be yours!

The Opportunity

Adobe's Global Talent Development organization is seeking a Director of Learning Culture and Experience to strategically enhance the mindset, skills and learning experiences of our more than 28,000 global employees. The Global Talent Development team is on a mission to provide undeniable business value. We are a group of learning experience designers and org effectiveness gurus who are passionate about solving problems—not just creating fancy training programs. You'll join a team who is close to the business, works in an agile fashion and role models our amazing Adobe culture.

What you'll Do

Responsible for leading a team of designers, facilitators and learning experience professionals.

Defines our skill development strategy for our individual contributor population—more than 22,000 employees

Leads our career management philosophy and execution

Works cross functionally with the business and HR business partners to develop and measure learning experiences that change behavior

Sets the strategy for our 3rd party digital learning platforms as well as our learning fund philosophy

What you need to succeed

8+ years' experience leading learning professionals in a business centered environment

Demonstrated success scaling learning experiences and programs in a rapid-growth company

Strong communication, leadership, and structured thinking skills with a proven history of quickly gaining credibility

Ability to build and maintain trusting relationships with business leaders and key partners across the organization

Exceptional interpersonal skills: demonstrates effective listening, probing and investigatory skills with the ability to synthesize data collected and identify the root problem causes and drive resolution

Demonstrated ability to work in a fast-paced, multi-cultural, global organization and to build strong trust-based relationships with remote client groups and colleagues

Proven ability to make judgement calls and sound decisions displaying a heightened level of accountability, confidentiality and professionalism

Solid attention to detail and high work standards in support of accurate, flawless delivery

Bachelor's Degree in Instructional Design, Learning Technology, Communication or related field