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# Head of Talent Management & Learning and Development

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## About Pinterest:

Millions of people across the world come to Pinterest to find new ideas every day. It's where they get inspiration, dream about new possibilities and plan for what matters most. Our mission is to help those people find their inspiration and create a life they love. In your role, you'll be challenged to take on work that upholds this mission and pushes Pinterest forward. You'll grow as a person and leader in your field, all the while helping Pinners make their lives better in the positive corner of the internet.

*Our new progressive work model is called PinFlex, a term that's uniquely Pinterest to describe our flexible approach to living and working. Visit our [PinFlex](https://www.pinterestcareers.com/pinflex/) (<https://www.pinterestcareers.com/pinflex/>), landing page to learn more.*

The Head of Learning & Development is a strategic partner to our executive team as well as a consultant, builder, owner, and leader of our learning strategy at Pinterest. Where better to “create a career you love” than the company built to help Pinners “create a life they love”. You will report to the VP of Leadership & Culture. This organization is an internal transformation organization including People Insights & Analytics, Organization Development & Effectiveness, Learning & Development, and Talent Management.

If you are excited to lead Learning & Development for a growing, progressive and scaling company...

If you are a business leader skilled in L&D vs an L&D person that happens to work for a business...

If you thrive on human-centered design, co-creation, and strong cross-functional partnerships...

If you are ready to innovate and inspire growth in new and unexpected ways at scale...

...then this role may be exactly what you've been looking for.

### **What you'll do:**

- Lead the Talent Management and Learning & Development functions within the Leadership & Culture organization at a global level; scope of the team's responsibilities include manager effectiveness, leadership development, career and employee development, executive coaching, onboarding, and learning operations and impact measurement for ALL employees and across ALL moments that matter.
- You, along with your team, will be asked to set the vision and build a strategy in order to evolve our current programs, architecting new ones and ensuring all program launches are properly supported. Some of the processes you will design, launch and lead enterprise wide may include:

- **Talent Strategy & Performance Management:**  
Goal Setting, Annual/Mid year reviews, Continuous Feedback initiatives, Talent Reviews, Promotions, Development and Succession planning. You will also need to connect the dots with leadership and business competency models that facilitate the assessment of employees on these competencies.
- Bringing to life our new career framework, launching learner journeys with curated content and experiences for each learner persona. collaboration, team health and overall team effectiveness.
- Workforce Planning (partnering with Org Development / Org Effectiveness):  
Organizational planning, Job framework / leveling architecture development, Career Maps, Level/Title Harmonization, Headcount planning.
- Translation of Business strategy to employee performance: Mission/Vision/ Values work, Organizational Goal Setting strategy.
- Build capability in people leaders to have meaningful feedback and career growth conversations.
- Conduct needs assessment, design, delivery and measurement of scaled on demand, self paced and live learning for employees at key moments in their journey at Pinterest.
- Partner to orchestrate a seamless onboarding experience including leading the team running

Pintro. Focus is creating an innovative and inclusive for all new Pinployees, and successfully helping them ramp up into their new role at Pinterest.

- Support new managers as their ramp up into their roles and learning the Pinterest way of managing.
- Scaling coaching as an offering across the company to support skill development and development in parallel with other learning programs.
- Serve as an innovative thought leader on everything related to talent management and learning and development and bring a creative and proactive approach to strategic people efforts at every stage of the talent lifecycle.
- Develop and build enterprise consensus around the creation, delivery and evaluation of strategies & tools related to developing high potential talent.
- Translate broad, longer term vision and objectives into specific milestones and goals to deliver key talent initiatives for the business.
- Partner closely with the People Leadership Team and business leaders to diagnose development needs and create cutting-edge Talent Management and L&D solutions to address them.
- Partner closely with COEs (Org Effectiveness / Org Development, People Insights and Analytics, Inclusion & Diversity, Total Rewards), HRBPs, People Experience, and Talent Acquisition to develop an integrated approach to talent initiatives

such as hiring, career, mobility, succession planning and ongoing development.

- Establish a rhythm of the business calendar for Talent Management and L&D activities to drive consistency on execution and experience and lead (or delegate to your team) the cyclical execution of these talent management and L&D programs.
- Define and translate the global strategy into the design of major programs partnering with the Business, People leadership team, and COEs.
- Lead the team through creation of / alignment on OKRs. Tracking progress and moving the goal posts as necessary throughout the year.
- Serve as a dot connector between other groups at Pinterest doing enablement and development work to prevent redundant or conflicting work, and to leverage best practices and resources across the company.
- Architect and drive an ongoing “talent dialogue” with leaders.
- Influence business leaders by building trust and inclusivity, strategically framing issues, leveraging data, and balancing excellent decision making with measured speed of implementation.
- Build a culture of continuous learning and influence a growth mindset in Pinployees.

### **What we're looking for:**

- Experience working in a fast-paced growth environment.

- 12+ years of experience in Talent Management, Learning & Development, Organization Development, Leadership Development and/or Human Resources related experience.
- Related experience with Industrial/Organizational psychology practices or equivalent desirable.
- 5+ years leading teams of Talent Mgmt, L&D, and HR experts. Experience leading managers of managers.
- Experience scaling Talent Mgmt. and L&D functions and creating a learning culture at a company.
- A strategic partner: you can comprehensively understand the business strategy and connect it to a talent strategy and future talent needs of the organization.
- Ability to think conceptually and strategically, with the ability to operationalize strategies and effectively execute them.
- You are data driven and possess the ability to influence across functions, geographies and levels, and the ability to work with various stakeholders and teams to drive alignment and collaboration.
- Meaningful problem-solving skills with strategic knowledge about next generation talent tools required.
- Expertise and passion for building, scaling, and leading a team of direct reports and creating a positive team working environment.
- Ability to effectively drive change management and communication strategies to various

audiences for new programs and changes at all levels of the organization.

- Ability to operate productively when there is ambiguity and progress forward with a bias for action.
- Excellent presentation skills. Ability to synthesize information and present to audiences at all levels.
- This role can be remote or hybrid anywhere in the United States with up to 25% travel, as needed.

### **Colorado based applicants only:**

- The minimum and maximum salary for this position is \$186,700 to \$280,100 in Colorado;
- This position is eligible for equity; and
- Information regarding the culture at Pinterest and benefits available for this position can be found [here](https://www.pinterestcareers.com/pinterest-life/) (<https://www.pinterestcareers.com/pinterest-life/>).

*\* This compensation and benefits information is based on Pinterest's good faith estimate as of the date of publication and may be modified in the future. The level of pay within the range will depend on a variety of job-related factors that may include location, travel, shift requirements, relevant prior experience and/or education, or particular skills and expertise.*

#LI-JG1 #LI-REMOTE

### **Our Commitment to Diversity:**



At Pinterest, our mission is to bring everyone the inspiration to create a life they love—and that includes our employees. We're taking on the most exciting challenges of our working lives, and we succeed with a team that represents an inclusive and diverse set of identities and backgrounds.

**It all starts here.  
Meet the people behind the  
product.**



*“One of my favorite things about life at Pinterest is how discovery and exploration are honored, respected, and celebrated. Much like the experience a Pinner might have using the app, I get the chance to appreciate and live out the processes of asking questions, seeking new ways of doing things, trying something out, which then leads me to something else, and another, and another... all in the spirit and with the purpose of bringing people inspiration to create a life they love!”*

**—Monica Climaco,**

Recruiting Coordinator Lead

# Careers on the rise



Algernon

*Whenever I tell someone my story about going from the kitchen to recruiting, I did it, I tell them, 'Find someone who looks like you.'*

September 2020-Present

Learning and Development Operations  
Specialist



March 2020-September  
2020

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# We're looking for all kinds of people.

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