



COVID-19:

The health and safety of our colleagues and candidates for employment are our highest priority. Accordingly, Citi continues to monitor the COVID-19 situation closely. We have implemented precautionary measures across our firm globally, including conducting all candidate interviews virtually on a temporary basis until further notice where needed.

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Leadership & Career Development Capability Lead - PBWM Learning

Job Req ID: 22596089

Location(s): New York, New York; Chicago, Illinois; Tampa, Florida; Irving, Texas

Job Category: Human Resources

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As with all members of the Citi team, the **Leadership and Career Development Capability Lead** is responsible for bringing our firm's Leadership Principles to life every day. At Citi, **We Take Ownership** and challenge one another to a higher standard in everything we do. **We Deliver with Pride**, striving for client excellence, controls excellence and operational excellence. And we recognize **We Succeed Together** by valuing and learning from different perspectives to surpass stakeholder expectations.

The Leadership and Career Development Capability Lead is a member of the Personal Banking and Wealth Management (PBWM) Learning leadership team, reporting to the Head of PBWM Learning. In this capacity, they are responsible for key PBWM organizational initiatives in areas such as leadership development, career development, inclusion, and culture. They play a critical role as liaison to the enterprise Leadership & Performance Solutions (LEAPS) team and the PBWM Talent & Diversity team, as well as supporting the adoption of practices associated with Citi's Cultural Conditions (culture change) initiative.

The Leadership and Career Development Capability Lead is responsible for developing, deploying, and measuring the success of global PBWM-wide development programs. This requires a close partnership with Learning Advisors who support each PBWM business area and their respective HR partners, and frequent collaboration with PBWM Learning colleagues in other functional areas (e.g., Learning Experience Design, Performance Analytics & Reporting, and Project/Change Management). As a Capability Lead, they are responsible for building and executing an internal capability enhancement strategy for PBWM Learning colleagues in the leadership and career development space.

A successful Leadership and Career Development Capability Lead brings a visible passion for continuous learning. They are self-aware, highly collaborative, and make growth and development a priority for themselves and the bank. By focusing on the 3 Es of learning - Experience, Exposure and Education - they provide the resources, opportunities, and inspiration to ignite curiosity and fuel growth and progress across PBWM and Citi. They take ownership of their work, the development of the PBWM team, and are focused on protecting our firm through effective risk management.

Responsibilities include:

- Using an Agile framework to develop, deploy, and measure cross-PBWM Learning programs and initiatives focused on leadership and professional development
- Supporting development and execution of Citi's Leadership and Performance Solutions (LEAPS) strategy, PBWM's Talent & Diversity strategy, and Citi's Cultural Conditions strategy
- Partnering with PBWM business partners, HR partners and learning advisors to build knowledge of, further promote, and increase adoption of enhanced leadership and career development practices
- Collaborating with and influencing partners from across PBWM to identify learning needs related to leadership, career development, talent and diversity, and to curate relevant content and promote awareness and adoption of this content
- Partnering with internal communications colleagues and business chiefs of staff to ensure key messages around leadership and career development are being visibly promoted to the right audiences
- Developing and implementing strategy to enhance capabilities across the PBWM Learning team to effectively drive the organization's transformation

Qualifications:

Candidates should have 10+ years of experience in learning, organizational development, talent management, or related field, along with proven expertise in most or all or most of the following:

- Leadership development
- Career development
- Collaboration with leaders and colleagues across all levels of a global organization
- Strategic, critical, and creative thinking
- Agile project management
- Program management
- Change management
- Executive-level communication skills (written and oral)
- Marketing
- Risk management

Education:

Bachelor's/University degree required; Master's degree preferred.

Job Family Group:
Human Resources

Job Family:

Talent, Development, Learning & Diversity

Time Type:

Full time

Primary Location:

New York New York United States

Primary Location Salary Range:

\$144,650.00 - \$216,980.00

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Effective November 1, 2021, Citi requires that all successful applicants for positions located in the United States or Puerto Rico be fully vaccinated against COVID-19 as a condition of employment and provide proof of such vaccination prior to commencement of employment.

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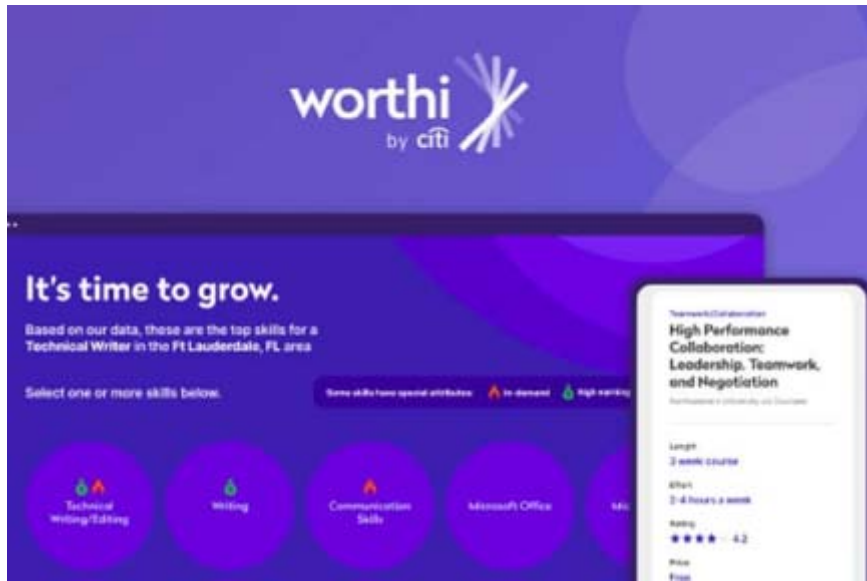
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