

Position: Director of Talent Development
Department: Human Resources & Talent Development
Location: Wichita, KS (not remote)
Status: Full-Time (Salary)

*Jump start your career at **Equity Bank!** We are currently hiring energetic, team oriented, and community focused individuals to join our team! With a team of best-in-class customer service experts, you'll help to build and expand on client relationships, deliver the banking products and services that meet the unique and individual needs of clients, and create and uphold an atmosphere of superior experience and service. At Equity Bank we'll help you invest in your community through volunteer opportunities which align with our company initiatives and core values.*

Job Summary: As the Talent Development Director at Equity Bank, you will have the opportunity to work in an exciting, innovative, team-oriented environment where you will act as a strategic thought partner to the Chief Human Resources Officer and the broader Equity Bank leadership team. In this position, you will lead our talent development department in support of business goals.

Responsibilities & Expectations

- Lead, build and maintain the strategy for talent management, learning and development, talent analytics and reporting.
- Create and oversees project plans for learning and development and talent management projects and programs.
- Oversight of a talent development team who are responsible for building and maintaining a portfolio of learning programs and technical training.
- Design innovative and engaging learning experiences and talent processes that support employees' careers and professional growth.
- Build collaborative relationships across leadership teams to implement measurable talent development strategies.

Learning & Development

- Oversee the design and development of new and existing educational programs and products for instructor-led, virtual, e-learning and blended learning opportunities;
- Applies adult learning principles, theories, and practices when designing and developing content to ensure adult learners are engaged, retain content and implement what they learned to improve their own and the Bank's performance;
- Assess and develop learning approaches to meet specific division or functional needs, including leadership coaching and external offerings;
- Evolve and scale learning programs and develop skills and capabilities to address gaps and align with the business growth strategy for multiple employee audiences;
- Directs the creation of a leadership development strategy and programs that align with strategic business imperatives and develop management capabilities through the workforce;

- Fosters a culture of informal knowledge exchange, coaching and training to engage and develop employees;

Talent Management

- Develop and oversee organization-wide talent management lifecycle and processes (e.g. performance management, succession planning, talent reviews, and promotions);
- In coordination with the HR Director, oversees the performance and talent assessment process and enhance as necessary based on best practices, and introduce calibration company-wide;
- Empower managers to develop themselves and their teams by providing tools and resources they can leverage to create a positive and impactful learning experience for their employees;
- Create a formal mentoring and/or “train the trainer” program across departments;
- Build a comprehensive succession planning framework and supporting resources;
- Assess and evolve current career development processes and materials;
- Develop overarching talent management strategies and action plans to retain top talent.
- Audit current talent management practices and identify ways to evolve those practices by staying current with the latest trends.

Talent Analytics

- Develop and maintain a talent development scorecard;
- Monitor performance trends and make informed training recommendations and decisions.
- Gathers continual feedback from learners, SMEs, stakeholders and instructors and makes pertinent revisions to improve training effectiveness;

Miscellaneous:

- Partner effectively with external vendors and internal resources, as necessary, for talent and leadership solutions;
- Lead and/or participates on projects as assigned by the CHRO;
- Perform other duties and serve on ad hoc committees as assigned;
- Partner effectively with our Human Resources team to create an integrated talent development strategy that delivers value to the business;
- Manage and optimize the talent development budget, including technology, and professional services budgets.

Who You are

- 8+ years of experience driving talent management programs and processes and creating learning strategies to meet organizational capability needs;
- Experience with eLearning authoring tools;
- Demonstrated ability to handle multiple priorities and support multiple people and programs simultaneously with a strong attention to detail;
- Experience and/or knowledge of competency models.

- Ability and desire to travel within Equity Bank's footprint and meet and learn from leaders at our corporate office as well as throughout our banking locations
- Experience working in financial institution a plus.
- A role model for leading, coaching, managing, and developing employees;
- A keen understanding of how technology can be used to solve business challenges;
- An ability to actively participate in discussions with leadership to determine business drivers and map talent development efforts that support those goals;
- Excellent written and verbal communication skills, with the ability to assimilate complex concepts and clearly articulate business value to leadership;
- Excellent one-on-one and group presentation skills;
- An interest in spearheading creative, scalable, and repeatable programming, with an ability to uncover untapped potential;
- Able to work in a cross-functional team environment with changing and evolving roles and responsibilities;
- An ability to succeed in a fast-paced environment

Who we are

Equity Bank, a full-service, \$5 billion community bank, is based in Wichita, Kansas, with 70 bank offices throughout Kansas, Missouri, Arkansas, and Oklahoma.

At Equity Bank, you can find exciting opportunities to challenge you, expand your skills, and reward your contributions. Our employees receive competitive compensation and benefits, while working in an atmosphere that encourages personal and professional growth. We're searching for motivated individuals who are passionate about serving others, learning new technologies, and working as part of a team.

Equity Bank offers a full range of financial solutions, including online and mobile banking, commercial loans, consumer banking, and mortgage loans, treasury management service, the best solutions for your business, and absolutely zero ATM fees, anywhere.

What's in it for you?

We believe your benefits are an important part of your overall compensation package. We work year-round to ensure that we provide our employees with the most up-to-date, competitive program. We thoroughly evaluate our benefit plans and strive to provide quality benefits that support the physical and financial well-being of our employees and their families.

Benefits Available:

- Health, Dental & Vision Insurance
- Group Life & Long-Term Disability Insurance
- Flexible Spending & Health Savings Accounts
- Group Cancer Insurance
- 401(K) Retirement Plan w/ Company Match
- Generous Vacation & Sick Time
- Employee Stock Purchase Plan (ESPP)
- Pet Insurance

- Retail Banking Benefits

Find your future at Equity Bank!

The above statements are intended to generally describe the nature and level of work to be performed by most people assigned to this job. It is not intended as an exhaustive list of all responsibilities, duties, and requirements.

Physical Requirements

This position requires standing, walking, bending, and squatting on a regular basis. May require the ability to stoop, kneel, crouch or reach with hands and arms. Requires the ability to carry, lift, move or push up to 25 pounds on an occasional basis. Must be able to talk and listen to others.

Work Environment

This position regularly works in an office setting. Most of the job duties require the employee to be working with computers and electronic media on a regular basis.

Equity Bank is an equal opportunity employer and will not make employment decisions based on an applicant's race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

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