



## **Employee Performance Specialist**

### **Company Profile & Position Summary:**

Scholle Packaging & Materials Group is a world leader in bag-in-box packaging for the food, beverage and industrial markets. With manufacturing locations on 5 continents and products that are sold in over 60 countries, Scholle strives to deliver high-quality packaging products and excellent customer service around the world.

Scholle currently has an excellent opportunity for an exempt level Employee Performance Specialist in their Merced, CA location. Scholle's fully-integrated manufacturing, warehousing and distribution facility is located in the central valley of California. The Employee Performance Specialist will design and conduct facility training programs based on findings from conducting a needs assessment. Training programs range from Production level technical skills to Leadership and Development programs. The Employee Performance Specialist will monitor and report the effectiveness of training on employees from on-boarding throughout their career development. A wide degree of creativity and latitude is expected.

### **Key Areas of Responsibility:**

- Designs training programs, including classroom lectures, online courses, or self-study sessions, directed at various levels of employees.
- Facilitates the sustainment and continuous improvement of the facility's training program.
- Responsible for continually building the company's stock of human capital and encouraging employee development. Measures performance to gauge success of programs and participants.
- Conducts assessment and analysis to identify new development needs and recommends training methods accordingly.
- Responsible for the development of training programs aimed at aligning employee performance with organizational goals.
- Develops and implements programs to measure, improve, and reward employee performance.

### **Requirements:**

- Bachelor's degree in Human Resources, Organizational Development, Communications, or a related field required.
- 3-4 years previous experience with creating and developing training and development content and programs required.
- Familiarity with the field's concepts, practices, procedures, and platforms required.
- Strong communication and organizational skills.
- Project Management skills.
- Experience with a manufacturing workforce and environment preferred.
- Must be able to work flexible hours in order to support a 24 hour workforce.
- Bilingual (Spanish or Hmong) a plus.

### **How to Apply:**

For more information and to apply, please visit our Careers site at: [www.scholle.com](http://www.scholle.com)