INSTRUCTIONAL DESIGNER/TRAINER (CONTRACT POSITION)

Posting ID: EM1841855B  
Company Website: http://www.swgas.com

Company: Southwest Gas  
Work Location: Henderson, NV

Position Type: Full-Time  
Salary: $75,000/yr

College Major(s): Civil Engineering (CEE), Construction Management (CEM)  
College Level(s): Alumni

OVERVIEW

Southwest Gas Corporation was founded in 1931 and is a subsidiary of Southwest Gas Holdings Inc. We provide natural gas service to Arizona, Nevada, and portions of California. Our communities, and the more than 2 million customers we serve, are the reasons why we've been heating things up for decades.

The Instructional Designer/Training is a seasoned individual contributor, responsible for the development, design, implementation and delivery (to the extent feasible) of training programs for the natural gas utility Design and As-built Standardization objectives. These training programs are to be comprehensively structured (with participant and facilitator guides, corresponding training modules, coordinated training materials) and effectively measured after employees and contractors have taken the instruction.

Roles and Responsibilities

DESIGN AND DEVELOPMENT

- Identifies and evaluates training needs based on organizational initiatives, compliance and training requirements; consultation with team leads, department heads, and business process owners; arranges instructional components to meet the current and future Company needs
- Designs, develops and implements customized training for key job functions and responsibilities for Centralized Operations.
- Responsible for the creation, design, re-design, refresh, or re-formation of instructional material to include all participant and facilitator guides, corresponding training modules, coordinated training materials, and how-to-documents.
- Develops, updates and maintains assessments for each post-course/instruction evaluation that capture training metrics
- Integrates online and offline material with classroom instruction to augment training impact and retention
- Works with outside consultants and training partners to evaluate and integrate material
● Continually aware of training industry best practices and new technology for design and delivery of training
● Able to effectively evaluate current industry trends and employ those efficiently at Southwest Gas to refresh training

DELIVERY
● Responsible for delivering classroom instructor-led programs; utilizing multiple training exercises and facilitations to maximize impact for each group
● Ultimate accountability and responsibility for delivery of Centralized Operations training curriculums
● Able to effectively deliver training using proven Learning methods and to a wide range of participants
● Able to effectively demo online training through current electronic system (i.e. Success Factors)
● Able to professionally coordinate instructional delivery with Subject Matter Experts, Department Specialists, and Management.
● Travel to Operations locations for team meetings and field visits as needed and to conduct training.
● Perform related duties as assigned
● Regular and predictable attendance is a condition of employment and is an essential function of the job

Education and Qualifications
● This position requires four to six years of relevant work experience and a bachelor’s degree from an accredited university in education or related field, or equivalent combination of education and experience sufficient to successfully perform the essential job responsibilities.
● This position requires a valid driver’s license.

Preferred Skills
Certified Professional in Learning & Performance (CPLP) designation.

How to Apply
Send resume to:
Paul.McNeff@swgas.com