



Talent Development Consultant

Permanent, full-time (35 hours/week)

\$89,580.40 - \$111,966.40 per annum

At the City of Leduc, our mission is People. Building. Community. We offer a collaborative and dynamic workplace where our values of Teamwork, Service, Respect and Leadership guide our conduct and contribute to a healthy culture. If you would like to work as part of a progressive organization and enjoy a fast-paced environment, then this may be the opportunity for you.

Come work with us!

At the City of Leduc, we're committed to fostering opportunities for growth and development. As part of our integrated HR delivery model, the Organization Development (OD) team drives strategic programs that attract, develop, and empower a diverse and talented workforce. Here, your expertise will help design and launch fresh, impactful talent development programs that inspire growth and leadership. Join a team where creativity is encouraged, collaboration is the norm, and your work truly makes a difference.

What is the Opportunity?

Are you a forward-thinking program builder who loves rolling up your sleeves and creating from scratch? At the City of Leduc, we're looking for someone to lead the charge in crafting strategic, innovative talent development programs that fuel leadership, collaboration, and continuous growth across our organization.

Reporting to the Manager of Organization Development, you'll be the driving force behind engaging learning experiences that empower employees and leaders alike - helping us stay sharp, agile, and ready for the future.

What will you do?

- **Build it from the ground up:** Design and deliver modern learning programs spanning mandatory training, leadership development, and employee growth initiatives.
- **Collaborate and create:** Partner with leaders and teams to identify needs, co-create engaging content, and foster a culture of continuous improvement.
- **Lead with impact:** Facilitate dynamic learning experiences (courses, workshops, and coaching) that meet diverse learning styles and inspire growth.
- **Measure & evolve:** Use data and feedback to evaluate success, demonstrate impact, and continuously refine strategies.
- **Align and advise:** Ensure programs connect with Employee Services goals, succession planning, and organizational priorities, while offering trusted expertise on trends and best practices.
- **Innovate and inspire:** Drive creative learning solutions that strengthen engagement, compliance, and performance.
- **Drive results:** Apply change management and project management expertise to deliver impactful, measurable outcomes.
- **Connect externally:** Partner with vendors and industry experts to bring fresh perspectives and resources into our talent development mix.

Who you are?

- **Innovative builder:** You are a creative program designer, eager to build fresh, impactful learning experiences that truly move the needle.
- **Experienced:** You bring 3–5 years of experience designing and delivering talent development programs in complex, fast-paced environments.
- **Knowledgeable:** You hold a Bachelor's degree in Education, HR, Business, or a related field. Certifications in Learning & Development or a CPHR designation are considered assets.
- **Tech-savvy:** Proficient with Microsoft Office and comfortable with HRIS systems (Workday experience a plus), you also bring strong project management skills to deliver results.
- **Strategic thinker:** You use data, feedback, and adult learning principles to craft programs that stick, aligning learning initiatives with organizational goals.
- **Influential partner:** Skilled at navigating organizational dynamics, you can influence senior leaders and drive meaningful change across the organization.

- **Adaptable & results-oriented:** Able to work independently, navigate changing priorities, and achieve measurable results.
- **People champion:** You are passionate about leadership development, team dynamics, and unlocking employee potential at every level.
- **Engaging communicator:** A skilled facilitator and communicator, you thrive in collaborative environments and know how to adapt to diverse audiences and different learning styles.
- Equivalencies are welcome—we value diverse experiences and unique career journeys.

What we Offer?

- **Impactful work:** Be a key player in shaping the future of our workforce and contributing to our company culture.
- **Flexibility:** Three weeks of vacation to start, plus a flexible mix of on-site and remote work and participation in an Earned Day Off (EDO) program.
- **Professional growth:** Professional development and career advancement opportunities.
- **Vibrant culture:** Become part of a dynamic and diverse team that values unique perspectives and fosters an environment of collaboration, creativity, and informed decision-making.
- **Comprehensive benefits:** Health, dental and wellness benefits, plus a healthcare spending account.
- **Pension plan:** Participation in the Local Authorities Pension Plan (LAPP).
- **Perks:** Free annual City of Leduc recreation pass with access to drop-in programs.

Important Notes

- The successful candidate must provide a current Criminal Record Check at their own expense.
- Please include a cover letter outlining how your experience aligns with this role.

Ready to Make a Difference?

If you're fired up to create learning programs that make a difference and shape the future of our organization, we want to hear from you!

Apply today by submitting your resume and a cover letter at: www.leduc.ca/careers

Competition closes at 11:59 pm (MT) on **September 22, 2025**. Due to the high volume of resumes received, we are not able to respond to individual phone calls. This competition may be used to fill future vacancies at the same or lower classification level. We thank all applicants for their interest, however, only those selected for interviews will be contacted.