



# Instructor, Talent Management and Development

Location: Worcester, MA, US, 01604

Job Function: Human Resources

**National Grid is hiring a Gas Instructor in our US Academy department in the Millbury Training Center in Massachusetts.**

## **Job Purpose**

To deliver high quality learning experiences that meet clients' technical, regulatory (192 CFR & MDPU regulations) and safety learning needs through a blended learning approach and support the design and development of learning solutions.

## **Key Accountabilities**

- Deliver technical training programs to Gas clients through a blended learning approach, such as hands on activities to stimulate real tasks (example plastic pipe joining), ensuring that National Grid is effectively providing training in line with external requirements, operational priorities, and best practice.
- Support the design and development of cohesive and innovative curriculum and training programs to meet client learning requests.
- Liaise with the Gas Business, acting as a technical training advisor for various departments throughout the company to resolve any queries or issues.
- Represent technical training as the subject matter expert on various committees to ensure that technical training is represented and understood in the business.
- Conduct assessments of training needs associated with the introduction of new equipment (Tapping/ Stopping Gas) procedures and technology to ensure that National Grid incorporates best practice into learning methods and programs.
- Participate as a subject matter expert during the modification and creation of new technical training programs by the design and development areas of learning and Development.
- Keep up to date on training developments to ensure that innovation and latest learning requirements and ideas are incorporated into National Grids technical training programs.
- Define, create and deliver training programs such as preparing lesson plans and developing instructor materials and assessments to meet the learning and development needs of the business.

## **Supervisory/Interpersonal- Experience Required**

- Supervisory experience is a plus.
- Good oral and written communication skills including active listening and presentation skills.
- Must have strong interpersonal skills, be able to perform in a team environment, collaborate with others, handle multiple projects, and meet deadlines.

## **Qualifications**

- A minimum of 5-7 years of experience in the field such as Gas Field Operations or Gas construction or Gas Instrumentation & Regulation (I&R) or equivalent experience
- Knowledge of Gas Maintenance and Construction procedures, policies, operator qualifications, plastic pipe joining, stopping & tapping equipment preferred
- Proven Training experience and Safety subject matter expert (SME) preferred.
- Supervisory experience in a union environment and/or advanced degree in a related field is a plus.
- Good oral and written communication skills including active listening and presentation skills
- Must have strong interpersonal skills, be able to perform in a team environment, collaborate with others, handle multiple projects, and meet deadlines.
- Strong knowledge of technical and safety policies / procedures/ standards and regulatory requirements.
- Understanding of training and development principles and adult learning theory
- Working knowledge of personal computers and various business software
- Employee must be willing to off hour and emergencies per the needs of the utility company

## **To apply:**

[https://jobs.nationalgrid.com/USA/job/Worcester-Instructor%2C-Talent-Management-and-Development-MA-01604/542107400/?locale=en\\_US](https://jobs.nationalgrid.com/USA/job/Worcester-Instructor%2C-Talent-Management-and-Development-MA-01604/542107400/?locale=en_US)