

XPO Logistics

VP, Global Head of Learning & Development

Greenwich, CT

<http://www.xpo.com/>

THE COMPANY

XPO Logistics (NYSE: XPO) is a top ten global logistics company operating in 34 countries in 1431 locations with over 89,000 employees. XPO helps more than 50,000 customers like Ikea, Boeing, Disney and The Home Depot manage their goods more efficiently throughout their supply chains. XPO Logistics' corporate headquarters is located in [Greenwich, Connecticut](#), and its European headquarters is in [Lyon, France](#).

XPO has hired top shelf talent, seasoned operators and executives who know how to help more than 50,000 customers improve productivity and reduce costs. Customers trust XPO with an average of 150,000 shipments and over five billion inventory units every day. XPO is credited with the ability to handle more expedited shipments than any other freight manager. It employs over 1,500 IT specialists and, by the end of 2016, will have invested \$425 million in IT.

XPO is both the second-largest freight brokerage provider and the second-largest contract logistics provider in the world as well as the second-largest less-than-truckload (LTL) carrier in North America. It is one of the top 20 truckload carriers in the United States. XPO is ranked #17 among innovative growth companies and #263 among America's best employers by Forbes. In Europe, it has the largest owned trucking fleet and the largest platform for outsourced e-fulfillment. In June 2016, XPO Logistics joined the Fortune 500 for the first time. One month later, XPO was named the Fortune 500's fastest-growing company.

THE POSITION & RESPONSIBILITIES

The VP, Global Head of Learning & Development will:

- Formulate the enterprise-wide strategy for learning & development, aligned with the company culture and business strategy
- Assess existing learning & development offerings to improve the connection between learning investments and business performance
- Partner with business and HR leaders to design and deploy learning programs to address local needs and deliver on specific business outcomes

- Work with a broad ecosystem of vendors, partners and internal resources on learning design and delivery
- Improve speed of deployment for learning solutions, using agile methods and innovation in the delivery of learning programs
- Reinforce a culture of a continuous learning, across a workforce that is both diverse and geographically dispersed
- Build practical tools to support front-line supervisor training and develop strong field leaders across all geographies
- Develop a learning & development platform that improves employee engagement, deepening capabilities while motivating employees to perform
- Deepen capability on the Learning & Development team, focused on the attributes and character of the XPO Logistics workforce and the business they support
- Establish close working relationships across the enterprise, including in the Human Resources function and especially in the business units as key stakeholders

THE QUALIFICATIONS & EXPERIENCE

The ideal candidate for this role will be a well-rounded learning and development executive with at least 15 years of experience demonstrating creativity and technical ability as a practitioner. Other specific qualifications include:

- Experience training and developing a large, distributed front-line workforce of hourly and seasonal employees
- Recent, direct experience with the latest, most effective programs in curriculum, competency, and program design and virtual training design and delivery
- A practical approach to articulating the future direction and objectives of the organization and developing comprehensive implementation plans
- Experience building and leading a high performing learning & development function, supporting a complex and diversified business
- A demonstrated track record of introducing and driving innovative programs leading to tangible and measurable results
- Global experience, with exposure to common labor and employment considerations in the U.S., Latin America and Europe

Personal characteristics include:

- Personable and accessible
- Bright; practical approach
- Clear and open communicator with diverse audiences
- High level of energy and enthusiasm
- Sensitive to regional and global differences

REPORTING STRUCTURE

The Director will report to the Chief Human Resources Officer.

COMPENSATION

The VP role is a full-time, salaried position with benefits and a vacation package. XPO offers a competitive compensation package, including comprehensive health care benefits and a retirement package.

APPLICATION PROCESS

All inquiries, nominations and applications are to be directed to XPO@dubrof.com. Applications should include a letter of interest and resume in MSWORD. Please indicate in your cover letter where you learned of the opportunity. NO PHONE CALLS PLEASE.

Please note that only those candidates invited for screening will be contacted.

XPO Logistics is an equal opportunity employer and does not discriminate against employees or qualified job applicants based on race, religion, color, sex, age, national origin, disability, veteran status, marital status, sexual orientation, gender identity, genetic information, or any other status or condition protected by applicable law. This policy extends to, but is not limited to, recruitment, selection, compensation, benefits, promotion, training and termination.