



XPO Logistics

Vice President Learning & Development - Corporate

Greenwich, CT

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

THE COMPANY

XPO Logistics (NYSE: XPO) is a top ten global logistics company serving more than 50,000 customers, including Ikea, Boeing, Disney and The Home Depot. Customers trust XPO with an average of 160,000 shipments and over seven billion inventory units every day. XPO places massive importance on innovation, believing that great technology in the hands of well-trained employees is the ultimate competitive advantage. XPO spends more than \$450 million a year on technology and employs global team of approximately 1,700 technology professionals, including over 100 data scientists. Its efforts are concentrated in four areas of innovation: automation and robotics, big data, visibility and customer service.

XPO is:

- The largest last mile logistics provider for heavy goods in the U.S., a more than \$13 billion sector that's estimated to be growing at five to six times GDP.
- Largest manager of expedited shipments in North America by ground, air and TMS technology;
- Second largest contract logistics provider worldwide, with the largest 3PL e-fulfillment platform in Europe;
- Second largest provider of less-than-truckload transportation in North America, and a leading LTL provider in Western Europe;
- Second largest freight broker worldwide, with the largest owned road fleet in Europe; and
- Third largest provider of intermodal and drayage services in North America.
- A top five global provider of managed transportation based on the value of freight under management, and a global freight forwarder with an integrated network of ocean, air, ground and cross-border services.

Fortune named XPO a Most Admired Company and the fastest-growing transportation company on the Fortune 500. *Forbes* named XPO the top-performing U.S. company on the Global 2000, and one of America's Best Employers



XPO operates in 1,455 locations in 32 countries and over 95,000 employees. It is not reliant on the economy of any one country, region or industry. About 60% of its revenue is generated in the United States, 13% comes from France and 12% from the United Kingdom. Retail and e-commerce accounts for the largest portion of revenue at 29%, followed by food and beverage at 16% and consumer goods at 11%. XPO has tremendous room for growth as it currently holds less than 1.5% of the \$1 trillion addressable opportunity.

XPO Logistics is headquartered in Greenwich, Connecticut with a European headquarters in Lyon, France.

THE POSITION AND RESPONSIBILITIES

The Vice President Learning & Development – Corporate is a new role located in Greenwich, CT, reporting to the SVP of Learning & Development.

The winning candidate will be charged with achieving the following:

- Formulate the enterprise-wide strategies for leadership, onboarding, change management and knowledge management, aligned with the company culture and business strategy
- Lead project management of learning programs across the organization
- 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
- 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
- Establish close working relationships across the enterprise with key stakeholders, including human resources executives and business units leaders

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
- Bachelor's degree or higher.

Personal characteristics include:

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

APPLICATION PROCESS

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