

Director of Talent Management

About Us

The mission of the IFS Institute (“IFS”) is to bring more Self leadership to the world. IFS is a transformative, evidence-based psychotherapy, based on the view that the mind is naturally multiple and that we all have a core Self that can’t be damaged and that knows how to heal.

The IFS Institute provides training for professionals and organizations globally, an annual conference, a practitioner directory for those looking for IFS trained providers, and a growing number of online courses, books and other resources.

Our goal is to create learning environments and a community that teach and support the internal welcoming of parts that have been exiled, shamed, or marginalized within our systems so that they may be seen, heard, valued, and ultimately healed. Building and supporting a diverse workforce is foundational to this goal and we are a committed equal opportunity employer.

To learn more about our growing organization, view a few of our [introductory IFS videos](#).

About You

Reporting to the Chief Executive Officer, the Director of Talent Management will play an integral role in designing, evolving and leading our strategic efforts to recruit, develop, and retain trainers and program staff to support the growing demand for IFS programs and other types of learning events (e.g., workshops). The Director of Talent Management will be a key member of the Institute’s leadership team and will work closely with the CEO and other leaders and stakeholders to define and accomplish the Institute’s goals and objectives.

IFS) is managed as a distributed team that uses technology and regular in-person gatherings to stay connected. We are seeking someone who is comfortable with and skilled at remote work, leadership and collaboration. We have two base locations – Chicago and Toronto and have a preference, but not a requirement, for this role to be in one of these two locations.

Key Responsibilities

Organizational Leadership

- Provide subject matter expertise and/or play a lead role in strategic organization initiatives
- Be a role model of Self leadership for organization and community
- Embrace and help shape organizational goals with firm leadership, continually pursuing efforts to achieve goals with a focus on trainer development

Trainer Recruitment, Development & Retention:

- Recruit, develop, motivate and engage a global community of trainers and training staff to lead and facilitate IFS learning programs globally
- Develop short, medium, and long-term capacity plans by geography to ensure recruitment and development efforts align with the growing demand for our programs
- Develop, communicate, and implement a clear value proposition for trainers including career progression and compensation
- Keep abreast of issues of importance to the trainer community and maintain communication with leadership team and others on these issues
- Support and collaborate with senior trainers and firm leadership in the development, implementation, and operation of trainer development programs
- Continue to build and evolve talent development processes, including articulation of core competencies and development of a robust performance management system (e.g., promotion processes, feedback mechanisms)
- Support regional Talent Managers in creating and executing on a transparent staffing process, using IT systems to support where possible
- Develop plans and programs to ensure that IFSI is a diverse, equitable and inclusive workplace where all employees feel valued and can thrive

Team Management and Development

- Build and manage an engaged and talented team to support the recruitment, development, and deployment of a global trainer team
- Conduct regular performance reviews, ensuring individual goals and competencies are aligned to team and organizational goals and strategies

Human Resources Management

- Knowledge of human resources practice relating to managing global contractors
- Develop a system to identify appropriate compensation for trainers at all levels, aligned with local market conditions
- Onboard and train new hires, ensuring that trainers and training staff are welcomed, informed, and prepared to excel in their roles
- Manage exits, leaves and performance issues in a supportive manner

Financial

- Develop budgets, provide financial recommendations, as well as insight to support decision-making
- Manage and track operational spend during the year, highlighting and resolving issues as they occur

Requirements for the role:

- 10+ years of experience in a talent development role in a growing educational or professional services environment
- Demonstrated ability to think strategically with a talent management focus and pragmatic orientation
- Strong desire to do meaningful work that creates positive change in the world
- Highly organized, strong communicator, community builder and DEI advocate
- Deeply team-oriented and enjoys the camaraderie of working on a high-performing team
- Ability to balance long-term planning and competing priorities while achieving short-term goals

How to Apply:

Email your Resume and Cover Letter to andrea@ifs-institute.com.