



Senior Manager, Learning & Development

What are We About

At Patina, we believe everyone should have the opportunity to live their best lives and age with dignity. That's why we're reinventing primary care with an approach that's purpose-built for older adults and their families. Our care model is centered around the needs of the individual, and available right where they live, with comprehensive and convenient in-home and virtual care options. We enable our world-class team of clinicians and care team members with elegant, human-centered technology and tools, so they can spend more time doing what they do best: building trusted relationships and delivering great care.

Working at Patina is special. We respect each other, seek out and welcome others' perspectives, and push ourselves to grow and innovate so that we can deliver exceptional experiences to those we serve. We balance humility with confidence, and we're looking for change-makers who bring the heart and audacity to help us **profoundly improve the healthcare and aging experience for older Americans.**

What Makes You Uniquely Suited to Work at Patina

You are inspired by our mission to profoundly improve the aging and healthcare experience for adults 65+. You are passionate about helping to make this vision real by supporting to grow, develop, and unleash the superpowers of a diverse group of human beings to enable them to realize their full potential. You recognize that culture and organizational capability deliver results more than individual competence. You champion the idea that relationships matter more than roles. You understand that teamwork makes team members effective.

You're deeply grounded in the belief that Human Resources and Learning & Development is about helping Patina and our crew to succeed in serving older adults and winning in the marketplace. You believe in building effective and scalable programs to meet the evolving needs of our business and crew members, including onboarding, ongoing development, aspiring leaders, and leadership development. You are comfortable with uncertainty and see it as an opportunity to discover new insights and new ways of operating. You balance being quantitative and using metrics with high emotional intelligence. You are a collaborator, as well as writer and verbal communicator. You are a builder and scaler.

What You'll Do

- In partnership with the Head of Human Capabilities and Patina leadership team define and implement the all aspects of Learning & Development strategy, including onboarding, ongoing development, aspiring leaders, and leadership development

- Establish strong partnerships across the organization and within the Human Capabilities team to assess and understand the Learning & Development objectives for our talent and proactively create and implement programs to address those objectives
- Working in partnership with the subject matter experts across the organization to design, develop, and manage the implementation and execution of all Learning & Development programs, including in-person, virtual, and blended programs
- Define, measure, and monitor effectiveness of our Learning & Development programs and adjust programs as necessary to meet the intended objectives
- As necessary, provide leadership with Learning & Development program insights (e.g. Onboarding Progress Check-ins)
- Ensure all programs embody and reinforce our cultural values, commitment to Diversity, Equity, and Inclusion, and passion to create an exceptional crew member experience
- As necessary, evaluate, select, and manage our Learning Management system and external Learning & Development partners to supplement our internal team
- Work collaboratively with the Senior Manager of Talent Acquisition regarding program design, performance analysis and technology for training needs

What is Required

- 5 years of experience in a strategic Learning & Development position
- Bachelor's degree in Human Resources, Organizational Development, Business Administration or related field
- Demonstrated experience working:
 - In a start-up environment or fast-paced growing company, with a passion to build and create our HR infrastructure
 - With a mission oriented services organization, preferably within the technology-enabled services industry
 - In environments that require both strategic thinking and remarkable execution
- Exceptional working knowledge of adult learning methodologies, learning delivery models, and learning management systems
- Self motivated individual contributor who is at ease working in a fast-paced, dynamic, high-energy environment and capable of building out and leading a team as we scale
- Detail oriented and results-driven individual with a passion for our mission, values and crew member's experience
- Strong project management skills, ability to manage multiple priorities with success and eagerness to build our crew development programs from the ground up
- Strong collaborator with strong verbal and written communication skills
- Strong executive presence with ability to develop relationships, build rapport, and effectively interface all Patina crew members
- Ability to travel on an as needed basis (<25%)

What Patina Offers

- Amazing, mission-based culture, with a highly talented and fast growing team
- Remote work
- Medical, Dental, & Vision Insurance

- Competitive PTO
- Compensation in cash and equity in a start-up backed by top tier VCs
- An environment where you can learn, grow your skills, financial wellness, and change the world.

Patina is an equal opportunity employer and values diversity. We do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

For more information, please contact Talent at talent@patinahealth.com