

## ***Senior Learning and Development Advisor***

### **Company Overview**

**Thoughtful Investing.** This is what differentiates Brown Advisory from other investment firms around the globe. It is also why we're considered to be one of the finest establishments to work for in the world. We are privileged to continue Alex. Brown & Sons' 200-year tradition of investment success, absolute integrity and unwavering devotion to our clients' best interests.

As an independently-owned investment firm with over \$50 billion in client assets, our mission is to provide our clients the highest level of investment and strategic advice, service and individualized attention because they deserve it. We serve families and individuals, as well as institutional clients. We are based in Baltimore, MD with additional offices in Washington D.C, New York, NY, Wilmington, DE, Chapel Hill, NC, Boston, MA and London, UK. Our institutional and private clients live in 50 states and 25 countries and are cared for by over 425 employees worldwide, all of whom are equity owners of the firm. Our ownership structure ensures that our interests remain aligned with those of our clients, and that employee turnover is minimal.

Brown Advisory is currently looking for a **Senior Learning and Development Advisor** to help us build out our training organization. Training is the #1 priority in 2015 for the Human Resources team--we want to be known as one of the best places to work---and training will be a very large contributor to our success. In this role you will have the opportunity to develop and take ownership of this huge initiative.

### **Core Responsibilities**

The **Senior Learning and Development Advisor** will be responsible for building a learning organization from the ground up. The successful candidate will be expected to embrace, enhance and promote the firm's culture as evidenced through their strong collaboration and "team always" approach to their role. The candidate will be expected to keep current on training and development research and implement new materials, methods and training techniques. He/she will evaluate and develop in-house programs and practices to increase employee effectiveness in current roles and prepare our colleagues for growth opportunities across the firm. Additionally, the successful candidate will be responsible for selection, assignment, oversight, and evaluation of instructors and vendors to conduct training.

### **Qualifications**

The successful candidate will have at least 8 years of training and development experience, to include instructional design, content delivery and curriculum evaluation. He/she must have at least a Bachelor's degree and at least 3 years of financial services experience. They must be masterful at actively engaging their audience to ensure the content and concepts being taught are understood by many different styles of learners. While investment industry knowledge is a plus, it is not required. The candidate must be solution oriented with the goal of increasing the overall capabilities and effectiveness of individuals across the organization. The Senior Learning

and Development Advisor must have a natural interest in the competitive marketplace and emerging trends for learning and development strategies and activities.

### **Benefits**

At Brown Advisory we offer a competitive compensation package, including full benefits.

- Medical
- Dental
- Vision
- Employee Assistance Program
- Health Advocacy Services
- Basic Life & Accidental Death & Dismemberment Insurance
- Voluntary Life & Accidental Death & Dismemberment Insurance
- Short Term Disability
- Group Long Term Disability
- Travel Accident
- Health Savings Account
- Health Reimbursement Arrangement
- Tuition Reimbursement
- 401(k) (50% employer match up to IRS limit, 4 year vesting)

Brown Advisory is an Equal Employment Opportunity Employer.