



Job Title: Facilitator/Trainer

Reports To: Senior Consultant & Master Trainer

Location: Cincinnati, OH – Hybrid/Remote option available

Job Type: Independent Contractor (1099)

Job Overview:

We are seeking an experienced and highly effective professional facilitator to join our team at Carew International. As a Certified Facilitator at Carew, you will deliver our world-class sales, leadership development, customer service, and organizational development training programs.

The ideal candidate must be capable of inspiring and equipping program participants with the tools and knowledge needed to excel. They must quickly provide resources and role-play opportunities to program participants, facilitating their connection to real-world experiences and aligning current talent with strategic initiatives.

Essential Duties & Responsibilities:

- Interview client leaders to analyze training and development needs to create and implement long-term initiatives while addressing performance gaps
- Collaborate with Carew Client Partners and other stakeholders to determine client-specific training objectives, content, and delivery methods
- Offer action plans to align development opportunities to improve performance
- Deliver in-person and virtual training sessions that are interactive, engaging, and effective in improving participants' techniques and strategies while aligning with the client's specific goals
- Utilize a variety of training techniques and adult learning principles to cater to different learning styles and preferences
- Provide clear explanations of complex concepts and strategies, using real-world examples and case studies to reinforce learning
- Foster a positive and inclusive learning environment that encourages participation, questions, and active engagement from all participants
- Conduct training needs assessments to identify gaps in knowledge and skill within program participants
- Continuously assess and evaluate the effectiveness of training programs through feedback, assessments, and post-training evaluations
- Assist clients with the continued integration of Carew terminology and methodologies into daily activities, including linking Carew models and training to client competency developmental goals
- Collaborate with cross-functional teams, including marketing and operations, to align efforts and ensure a seamless client experience
- Stay updated on industry trends, competitive landscape, and market conditions to successfully identify key business opportunities and drive continuous improvement

- Support Carew's mission of creating value, supporting dramatic bottom-line results and serving as a strategic asset to our clients around the world

Qualifications:

- Bachelor's degree in Business, Sales, Education, Organizational Psychology, or a related field; advanced degree is a plus
- Proven experience as a Facilitator/Trainer
- Knowledge of traditional and modern educational and adult-learning techniques
- Exceptional presentation, communication, and interpersonal skills
- In-depth understanding of Carew training and reinforcement programs, strategies, models, methodologies, and terminology
- Knowledge of the sales training and leadership development industry a plus
- Willingness to travel as needed