

Faculty - Retail, Tata STRIVE

Tata STRIVE, is group wide skill development initiative, launched recently aims to develop **Employability, Entrepreneurship** and community **Enterprise** capabilities, This initiative would involve mobilizing youth (18 – 35 years) from under-served communities, training them on demand driven vocational skills along with integrated life-skills to empower them for a brighter future.

Designation	Trainer
Functional Area	Faculty
Openings	4
Objective	<p>This position demands</p> <ul style="list-style-type: none">- Training students at TSSDC (Tata Strive Skills Development Centres)- Delivery and continuous improvement of training programs; collating and sharing feedback about the training program; develop reinforcements and evaluate outcomes.- To instruct and facilitate learners (who are school & College drop outs) in classrooms and workshops- To provide and monitor training on hands-on skills that are needed by a retail associate
Major Deliverables	<ul style="list-style-type: none">• Demonstrates product & process knowledge, customer service skills and selling skills specifically required in the retail industry• Create and maintain a positive and professional learning environment• Motivate trainees through effective training methodologies both in group and individual classroom dynamics• Utilize a variety of the training methodologies, techniques, concepts, learning tools, and practices to ensure maximum effectiveness of training delivery, as per the framework provided• Conduct specific training needs assessments to support the design, development and delivery• Monitor and measure effectiveness of training programs and provide necessary feedback to the corporate team for necessary changes when required• Partner with students in their learning process and ensure positive impact on the scorecard• Performs other related duties as assigned or requested• To conduct classroom and practical assessments for the learners and evaluate their performance• Must be a leader that sets the standard and expectations through example in his/her conduct, work ethic, integrity and character• Manage the design, delivery and continuous improvement of training programs as well as ongoing learning opportunities across the organization, in support of the organization's needs• Actively participate in progressive disciplinary process for employees not able to meet or maintain standards of excellence

Working Conditions/Job Environment	<ul style="list-style-type: none"> • Able to work a flexible schedule including weekends, holidays and evenings to accommodate training, monitoring , field work and job based projects • Must be able to travel as needed. • Connect closely with community and actively play role in mobilization of youth • Should be connected to the market to create opportunities for ON JOB TRAINING
Essential Skills (Minimum qualifications individual must possess when entering position) – i.e. skillsets, education, certifications, etc.	<ul style="list-style-type: none"> • Training experience – proficient in training methodologies used in the retail industry, and soft skills (communication skills, critical thinking, time management, team building, etc.) • High energy, enthusiastic, motivational training style • Excellent creative and conceptual thinking abilities • Strong communication skills, both verbal and written. Reading comprehension in English should be high. Knowledge of local language preferable • Computer literate with in-depth knowledge of MS office and web based systems; visual aids, technology • Problem resolution, communication, presentation, facilitation, and influencing skills required • Strong people skills
Reporting To	Center Head and Functional reporting to Master Trainer
Locations	Hyderabad
Desired Attributes	Familiar with vocational training industry & various skill development programmes
Qualification	Graduate Certified/Qualified/ Experienced Trainer.
Desired Experience (years)	3 – 5 Years (minimum 3 years with the target group)
CTC	Commensurate with experience and competition
Additional Information	Should have floor management knowledge and sales knowledge.
Preferred Sources	Retail Company; Training institute ; Any industry with Sales Background.
Job Closure Date	
Contact Person	Paresh Bhurat (Pbhurat@tata.com)