



Vacancy (per September 2010)

Hope University College

Faculty of Information Sciences

- Department of Information Technology
- Department of Information Systems

Faculty of Business Management & Entrepreneurship

- Department of Management & Entrepreneurship
- Department of Accounting & Finance
- Department of Management and Marketing.

Coach / Manager Competence Based Training

To ensure the implementation of a Competence Based Training curriculum.

We look for someone with experience in CBT and some acquaintance with ICT and business.

Core competencies:

Training, accountability, adaptability, (cross cultural) communication, inclusiveness, customer focus, occupational knowledge, business orientation

Profile CBT-coach / manager:

- understands and can apply principles of CBT learning. This includes engaging student to identify their own learning needs; helping students set personal learning objectives; using experiential and interactive training techniques; and creating practice opportunities during the training session.
- understands his/her role as a member of a training development and delivery team, and knows how and when to collaborate with other trainers and with staff being experts in technical topics to assure that training addresses identified needs.
- understands the developmental nature of a mentoring process, and knows how to select mentoring and coaching strategies that are most appropriate for the mentoree's level of development.
- can conceptualize and explain the rationale for specific training interventions, including; the design and sequencing of a curriculum; adjusting a curriculum for groups at different developmental levels; the most appropriate uses of individual training strategies; individual and group management strategies; and strategies to manage time.
- knows how to research and validate curriculum content to address the particular competencies the curriculum is being designed to teach.
- is able to assess written curriculum resources and determine their adherence to principles of learning and curriculum organization.
- can design and include a variety of strategies, to be implemented before, during and after the training, that promote application of new learning back on the job.
- understands the most appropriate uses of team training, and knows the benefits and limitations of team training, both for trainers and the training group.
- models standards and ethics for learning and professional development