



We are an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status or any other characteristic protected by law.

JOB DESCRIPTION: REGIONAL TRAINER

Job Location: Nyanza

Reporting to: Regional Business Manager / Training Manager

Position Description

To build, develop and deliver a training program for d.light at the regional level that provides the sales teams with the training resources and tools to improve performance and deliver customer satisfaction whilst adhering to the d.light mission and core values of the business.

R&Rs

- Conducts regular training needs analysis in order to determine the most relevant and cost effective training solutions for sales teams and the Service Center team that will improve individual / team knowledge, skills and in turn business performance
- Works with the HRM / Heads of Sales and Distribution / Regional Business Managers to identify the training requirements tailored to the business needs and individual PDP's; determines the priorities and plans a 6 month rolling cycle to create a Regional training calendar
- Contributes to the design, development and production of training materials, documents and manuals to ensure consistency and quality of content and delivery to meet the specific needs of the regional training program.
- Provides coaching and development to the sales team and Service center staff to ensure effective implementation of all new and existing field and classroom based training programs
- Assists with the induction and training for new regional staff; works with the Regional Business Manager to ensure quality standards are met, identify any immediate training needs and provides the appropriate training



1 in 4 people do not have access to electricity

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- Evaluates and reviews training materials and tools utilized on the regions, updates as appropriate to ensure maximum effectiveness
- Works closely with the Regional Business Managers to ensure thorough implementation and evaluation of the training programs

KPIs

- Total Hours of Training
- Training Penetration Rate
- Training Impact

Desired Skills and Experience

- Experience of designing, developing and delivering training program
- Experience of conducting training needs analysis
- Excellent presentation and facilitation skills
- Excellent written and verbal communication skills
- Ability to build relationships with internal and external partners
- Ability to use MS office applications – PowerPoint, Word, Excel & Outlook
- High attention to detail
- Well developed coaching skills
- Excellent organization skills - able to prioritize
- Flexible and adaptable approach



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How to Apply

Candidates who meet the requirements should submit their CV and cover letter to:

recruitment.kenya@dlight.com on or before **13th December, 2021**.

About d.light

Founded in 2007 as a for-profit social enterprise, d.light manufactures and distributes award-winning solar products designed to serve the more than 2 billion people globally without access to reliable electricity. With operations across Africa, Asia and the Americas, d.light has impacted close to 100 million lives with its products and solar solutions. For more information, visit www.dlight.com

