



## Curriculum Training and Product Manager/Lead

### ARE YOU OUR MATCH?

Generation Thailand is not the typical not-for-profit organization that you could imagine. Instead, we're a global and fast-growing start-up that doesn't only solve problems but also drive system changes in the education to employment space. We are a team of passionate individuals coming from different backgrounds and professions, from commercial to education and non-profit sectors. "Better our Best" is our value that brings us all together. Working at Generation is more than just a job: it is an opportunity to drive social impact globally. If you are open-minded, agile and want to drive changes at a deeper systemic level, this is the place that feels like home.

### POSITION OVERVIEW

The **Curriculum and Training Product Manager/Lead** is instrumental to the successful delivery of our programs as this role leads the creation and delivery of top-notch learning experiences for Generation Thailand. This includes designing, developing, and managing programs that help learners grow and contribute to the organization's continued success. We are seeking a talented full-time Instructional Training and Learning product Manager or Lead (depending on the level of experiences) to lead our bootcamps and learning products and other tasks essential to our team.

Curriculum Training & Learning Product Manager/Lead will report to the CEO and will work in collaboration with Generation team, Global team, external partners, operations staff, delivery partners, instructors and other relevant stakeholders.

To be considered for the role, you should be innovative and adaptable with a strong growth mindset. You should've demonstrated leadership in an educational setting before, and are looking for a challenging and strategic role. You should have some experience in online learning preferably.

**Type of employment:** Full-time employment position for 1-year (with possibility of extension, subject to funding)

**Working Environment:** This position is based in Bangkok, Thailand. Working arrangement is flexible (able to visit the office at least twice a week).

**Start Date:** As soon as possible

**This position is not eligible for visa sponsorship.**

**Interested candidates should apply and submit a motivational letter, comprehensive CV, expected salary and details of at least 2 referees to [nitchakan.promla@generation.org](mailto:nitchakan.promla@generation.org) with cc. to contact-th@generation.org**

## **TO BE SUCCESSFUL YOU'LL NEED:**

### **DESIRABLE PROFILE**

Candidates for this role would be expected to possess the following experience and qualifications:

- A bachelor's degree required, preferably with a master's degree in education or other related field
- At least 3-5 years experience teaching or training, preferably adults with some online delivery experience
- Knowledgeable of current trends and issues in adult and vocational education, non-degree training, and online learning and training
- Excellent computer skills and competency in Microsoft Office skills (Excel, Word & PowerPoint) and Google Drive.
- Comfortable using digital platforms such as online meeting rooms, Zoom, Teams, and Canvas, etc.
- Experience in using a Learner Management System (LMS) or equivalent and analysing the data to draw conclusions and plan strategically
- Outstanding verbal and written communication skills in both Thai and English, with a positive spirit to engage, influence and motivate various stakeholders.
- Excellent organizational and attention to detail are required.
- High degree of independence and experience with self-management, ability to take ownership for targets and be proactive in delivering targets as well as taking initiatives and seeking opportunities for improvement of employment outcomes/growth of the program.
- Ability to work well in a team. Self-reflective, open, and comfortable to receiving and giving feedback to others and professional development.
- Passionate about empowering communities and social impact.
- Experience working in a start-up and/or not-for-profit is desired, but not essential.

## **WHAT YOU'LL DO:**

### **Training Strategic Leadership:(30%):**

- Define the vision, goals, and key initiatives for learning and development.

- Explore and evaluate new learning technologies and programs to enhance the organization's learning ecosystem.
- Lead the design and development of new programs and curricula.
- Overseeing the quality monitoring of programs, ensuring alignment with both local SOPs & success metrics and Global methodology expectations
- Craft the Learning and Development vision and strategy by managing selected programmes from design, through pilot, delivery, and evaluation to ensure high quality learning offerings meet the needs of the business and give the best return on investment.
- Analyze learning trends and best practices to inform strategic decision-making.
- Partner with senior leadership to align learning programs with the organization's strategic direction.

#### **Learning Product Development and Management (20%):**

- Conduct thorough needs assessments to identify skill gaps and development opportunities.
- Design, develop, and implement high-quality learning products and resources (e.g., activities, assessments, online modules, job aids, facilitator guides).
- Plan and lead activity mapping for new programs, identifying key technical skills, behaviors, and mindsets.
- Continuously improve and iterate on learning products based on feedback and data.
- Maintain a repository of learning products and ensure accessibility to instructors and trainers.
- Incorporate innovative instructional design principles and adult learning best practices.
- Gather input from stakeholders (employers, Global C&I team, MHESI) to and ensure content and learning journey is both relevant to the local context and embodies Generation's methodology & Global best practices

#### **Instructor Onboarding, Development, and Management (15%):**

- Develop and implement a country-specific strategy for instructor training and development.
- Oversee and guide the design and customize onboarding agendas and session plans with L&T coaches.
- Guide and monitor the delivery of professional development for instructors, including coaching and feedback with Generation coaches.

#### **Stakeholder Engagement, Monitoring, and Reporting (15%):**

- Communicate the value proposition of Generation's approach to curriculum and instruction to employer partners.
- Articulate Generation's methodology to diverse audiences.
- Support in conducting periodic provider evaluation.
- Support in measuring and monitoring the effectiveness of Generation students, mentors and alumni on an ongoing basis in coordination with the local Ops team.
- Support the reporting of program outcomes to funders and leadership.

### **Team Management and Professional Development (10%)**

- Develop respective team and individual role briefs and objectives.
- Co-develop work plans with major activities and milestones.
- Conduct professional development and/or orientation sessions as required for local team members.
- Conduct regular performance reviews in line with pre-agreed expectations and performance standards.
- Provide support where required to ensure activities are completed on time and to agreed standards as well as to ensure individuals develop both professionally and personally in their roles.
- Manage resource levels (part-time/full-time) to ensure optimal resource utilization of people and assets.
- Co-develop work plans with major activities and milestones for the training team.
- Manage resource levels to ensure optimal utilization.

### **Others (10%)**

- Support in aligning program delivery/operations with Generation methodology and standard operating procedures across the recruitment, training, transition to employment and ROI collection phases of the methodology
- Support in conducting periodic provider evaluation to ensure quality of Generation program is maintained
- Support the reporting of program outcomes to funders and leadership
- Ensure all relevant documentation is completed, up to date and appropriately stored as per Generation Thailand's requirements and that all team members are aware of protocols and standards, if any

## **About Generation**

At [Generation](#), we believe in the power of employment to change lives. We are a global employment nonprofit network that supports people to achieve economic mobility so they can

change their lives. We train and place adults into careers that would otherwise be inaccessible and seek to improve how education to employment systems function. Generation launched in 2015 and consists of a global hub and a network of in country affiliates that spans 17 countries. To date, Generation has more than 100,000 graduates and those graduates have earned \$1 billion in wages since 2015. Generation works with more than 14,000 employers, implementation partners, and funders.

[Generation Thailand](#), officially launched in 2021 under the support of Thailand's Ministry of Higher Education, Science, Research and Innovation and Microsoft, aimed to train and place 350 individuals in technology and healthcare roles over 24 months. To date, we have exceeded our initial targets, with 361 alumni completing the program and achieving an 85% average employment rate. Our success is reflected in strong partnerships with 29 business organizations and the engagement of 57 expert instructors, demonstrating the effectiveness of our approach in both the Technology (Junior Software Developer) and Healthcare Services (Senior Care Professional) sectors. Building on these achievements, we are now launching the GenNX NEXT Program, which aims to develop specialized skills for Thailand's rapidly growing Electric Vehicle (EV) industry, aligning with government and MHESI policies for sustainable economic development.

\*Generation Thailand considers all applicants on the basis of merit without regard to race, religion, sex, gender identity, sexual orientation, ethnicity, national origin, age, marital status, or disability.