



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

PRINCIPAL TRAINING SPECIALIST

Group-Section: Various	FLSA Status: Exempt Bargaining Unit: ACE	Salary Grade: 56 Job Code#: YC10
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JOB SUMMARY

This is the specialized advanced journey level performing Principal Training Specialist job duties. Positions at this level serve as a lead training specialist, providing mentoring and assigning and reviewing the work of lower level training specialists.

DISTINGUISHING CHARACTERISTICS

Positions at this level are distinguished from the Senior Training Specialist by being advanced journey in both the subject to be taught and in instructional methods and by the responsibility to develop curriculum for and train in multiple disciplines. They are further distinguished by the responsibility to lead and mentor and assign and review work of lower level training specialist. They are recognized as technical experts in the subject and in the development and interpretation of guidelines. The work includes varied duties requiring many different and unrelated processes and methods applied to a broad range of activities or substantial depth of analysis. Decisions regarding what needs to be done include major areas of uncertainty in approach, methodology, or interpretation and evaluation processes resulting from such elements as continuing changes in program, technological developments, unknown phenomena, or conflicting requirements. The work requires originating new techniques, establishing criteria, or developing new information. The work involves isolating and defining unknown conditions, resolving critical problems, or developing new theories. The work product or service may affect activities, or the operation of other organizations.

OVERSIGHT

Supervision Received: Receives direction from the Team, Unit, Section, Assistant Group or Group Manager.

Supervision Given: Acts as a lead. Coordinates and reviews work assignments of employees performing the same general work as the lead on a day-to-day basis. Responsibilities may involve solving problems and providing instructions on work procedures. Reviews and assists Senior Training Specialist and Training Specialist and trains them in pedagogy.

JOB DUTIES

1. Provides subject matter expertise and direction in particular skill area as most knowledgeable person who best understands the subject content, its application and regulations.
2. Conducts strategic customer needs assessments to define training content and identify knowledge and skill gaps; leads development and delivery of new training; updating of existing training curriculum.
3. Identifies and prepares course curriculum and lesson plans within the subject matter areas to be taught as they relate to safety, environmental, electrical, electronics, mechanical,

hydraulics, water treatment operations, water distribution operations, equipment and specialty roles.

4. Instructs all levels of employees (e.g., trainees, apprentices, journey-level, and managers) in safety, skilled trades and technical courses including current and emerging practices, troubleshooting problems, and applicable codes and safety and environmental regulations using a variety of educational strategies, training methods, and delivery options including classroom, lab exercises, simulations, on-the-job, hands-on manipulative practice exercises and electronic learning.
5. Provides expertise in best-in-class learning strategies, methods, processes and curriculum for developing workforce capability.
6. Develops appropriate assessment methodologies including written examinations, and practical hands-on demonstrated proficiencies.
7. Performs examination evaluation and grading, required record keeping and reporting functions related to training and educational activities.
8. Stays abreast of best practices in training to continuously develop methods for renewing/refreshing curriculum.
9. Interacts with staff, team members, managers, apprentices, trainees, and journey-level workers within Metropolitan and other training professionals and consultants outside Metropolitan.
10. Ensures effective administration of training processes and policies.
11. Supports deployment of training in one or more areas of training content.
12. Performs other related job duties as required.

EMPLOYMENT STANDARDS

MINIMUM QUALIFICATIONS

Education and Experience:

Bachelor's degree from an accredited college or university in a related field, and eight years of relevant experience.

Required Knowledge of: Adult learning principles and methodologies; strategies and techniques, and educational principles and technology in instructional design, development and delivery of technical education courses, programs, and on-the-job training; human performance technology; training and development practices; operating principles of water treatment and distribution systems; and pertinent Federal, State and local laws, codes and regulations in one of the following areas: Employee career development and job skills development, or Management and/or leadership development.

Job Title: Principal Training Specialist

Job Code: YC10

Adopted: 10/27/08

Revised: 08/2012

Supersedes: 01/2010

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Required Skills and Abilities to: Conduct strategic customer needs assessments, develop a variety of course curriculum and instructional materials for a variety of delivery channels including classroom, self-study and web/multimedia; develop and deliver training using a variety of teaching methodologies and media; manipulate the tools and equipment of the journey-level trades and occupations within the applicable subject matter areas being taught; assess student performance and progress and provide appropriate feedback; communicate verbally in group and individual settings to both explain and clarify subject matter; interpret, explain and enforce Federal, State and local laws, codes and regulations applicable to the subject matter areas being taught; operate office equipment including computers and supporting word processing applications; communicate clearly and concisely, both verbally and in writing; establish and maintain effective working relationships with those contacted in the course of work; make decisions and operate independently with respect to moderately complex issues and business requirements; work both independently and as a member of a team; strong customer service; interpersonal relationship building skills.

- **Water Treatment Disciplines Instructor:** Journey-level discipline and related skills in water treatment and water distribution field
- **Electrical Disciplines Instructor:** Journey-level discipline and related skills in an industrial electrical field (electrician and electronics /instrumentation/process controls)
- **Mechanical Disciplines Instructor:** Two or more journey-level disciplines and related skills in millwright, pipe-fitter, welder, machinist, rigger and crane operator)
- **Safety Disciplines Instructor:** Journey-level discipline and related skills in an industrial safety field
- **Environmental Discipline Instructor: Journey-level discipline and related skills in industrial environmental management**
- **Manager and Employee Disciplines Instructor:** Journey-level discipline and related skills in employee and manager skills and behaviors field

Certificates, Licenses and Registrations Requirements:

- Valid California Class C Driver License that allows you to drive in the course of your employment.

Desirable Qualifications

- May require community college teacher or instructor credentials or equivalent

PHYSICAL DEMANDS/WORK ENVIRONMENT/VISION REQUIREMENTS

The physical demands and work environment characteristics described here are representative of those that must be met or may be encountered by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands:

The work requires some physical exertion such as long periods of standing; walking over rough, uneven, or rocky surfaces; recurring bending, crouching, stooping, stretching, reaching, or similar activities; recurring lifting of moderately heavy items such as personal computers and record boxes. The work may require specific, but common, physical characteristics and abilities such as above-average agility and dexterity.

Work Environment:

The work involves moderate risks or discomforts that require special safety precautions, e.g., working around moving parts, carts, or machines, or irritant chemicals; etc. Employees may be required to use protective clothing or gear such as masks, gowns, coats, boots, goggles, gloves, or shields.

Vision Requirements: Water Treatment and Electrical Discipline Instructors require color vision (ability to identify and distinguish colors), all other disciplines have no special vision requirements

This classification performs work that requires maintaining confidentiality and is routinely privy to matters that either involves confidential information, sensitive personnel issues, or exposure to confidential and sensitive strategic corporate information.