

# Field Training Specialist, Pest Elimination

Ecolab's Pest Elimination Division protects the health and safety of our customers, and our customers' customers, with industry leading science-based pest prevention solutions. Focused exclusively on commercial pest elimination, we bring cutting-edge innovation to diverse markets, sharing our expertise to help companies strengthen their brand, enhance customer satisfaction, increase efficiency and implement more environmentally sustainable practices.

As a Field Training Specialist you will play a critical role in on-boarding and training new Ecolab Pest Elimination Service Specialists. Your primary responsibilities will include preparing new hires to assume field route positions, evaluating new hire performance through service calibration assessments, and facilitating in-field and formalized classroom training on a quarterly basis.

## Main Responsibilities:

- Deliver established curriculum of practical, in-field training to new hires individually or in small groups.
- Travel to the new hire's location to complete training in his/her assigned route.
- Coach, mentor, and prepare new hires to assume route responsibilities by utilizing multiple methods to support learning and retention of Pest service standards, programs and services, in addition to problem solving, interpersonal skills and Ecolab policies and procedures.
- Conduct service calibration assessments to evaluate service delivery of new hires to ensure consistent application of training and uncover training gaps. Provide on-going assessment and feedback of trainees' progress to Field Training Manager.
- Facilitate quarterly in-field training at the district level including new program roll-outs and specialized or advanced training.
- Attend yearly technical training to ensure alignment with the overall field training program.
- Create an environment that promotes and strengthens Ecolab's diverse and inclusive culture.

## Basic Qualifications:

- Bachelors Degree
- Related work experience
- Experience training/teaching/coaching others
- Possess or able to obtain required provincial certification and business licensing for each province you are aligned to
- Valid driver's license and acceptable motor vehicle record
- Must have the ability to lift and /or carry 70 lbs
- Good computer skills – MS Office Products (Word, Excel, Powerpoint, Outlook)
- Bilingualism, French/English, is an asset

## Preferred Qualifications:

2+ years experience training/teaching/coaching others

Pest Industry knowledge and experience

Strong verbal and written communication and presentation skills

Demonstrated problem solving ability

Ability to establish and maintain interpersonal relationships by developing constructive and cooperative working relationships with others, and maintaining them over time

Ability to develop specific goals and plans to accomplish work goals

Ability to identify the developmental needs of others and train/coach/mentor them to improve their knowledge or skills

Ability to follow prescribed lesson plans and ensure skills are transferred to the job

## Location and Travel:

Based out of Eastern Ontario, providing support primarily to Eastern Ontario, Quebec and Atlantic Canada, with additional support across Canada required on occasion. Candidates's should live near a major airport.

Up to 75% overnight travel will be required. Travel within the assigned geography to deliver training in the new hire's assigned route as well as to St. Paul, MN for classroom facilitation.

If you are interested, please apply online at:

[https://ecolab.wd1.myworkdayjobs.com/Ecolab\\_External/job/CAN---Ontario---Toronto/Pest-Control-Technician\\_R00041227-1](https://ecolab.wd1.myworkdayjobs.com/Ecolab_External/job/CAN---Ontario---Toronto/Pest-Control-Technician_R00041227-1)