



VACANCY

# Learning Analytics Manager

## Requirements

- Over 5 years of work experience
- Background in HR / Learning & Development
- Experience with Learning or People Analytics
- Experience in an international matrix organization
- Communication
- Stakeholder management

📍 Veldhoven 📁 Minimum of 5 years experience



**ASML builds unique machinery that enables worldwide technology leaders to produce state-of-the-art microchips. The company is transforming its approach to Learning & Knowledge Management as a critical enabler for growth. The Learning Analytics Manager will shape ASML's learning analytics capability and connect people analytics to business impact to drive value creation.**





## ABOUT THE COMPANY

# ASML

**Microchips are the beating heart of modern technology. From smartphones to cars and medical equipment to data centers, all devices we use for work, travel, and entertainment rely on microchips. ASML invents and develops the technology and machinery the world's leading chipmakers – such as Intel and Samsung – use to mass-produce their chips. The company's state-of-the-art lithography technology, which uses light to print microscopic patterns on silicon, enables manufacturers to increase the value and reduce the production cost of a chip.**

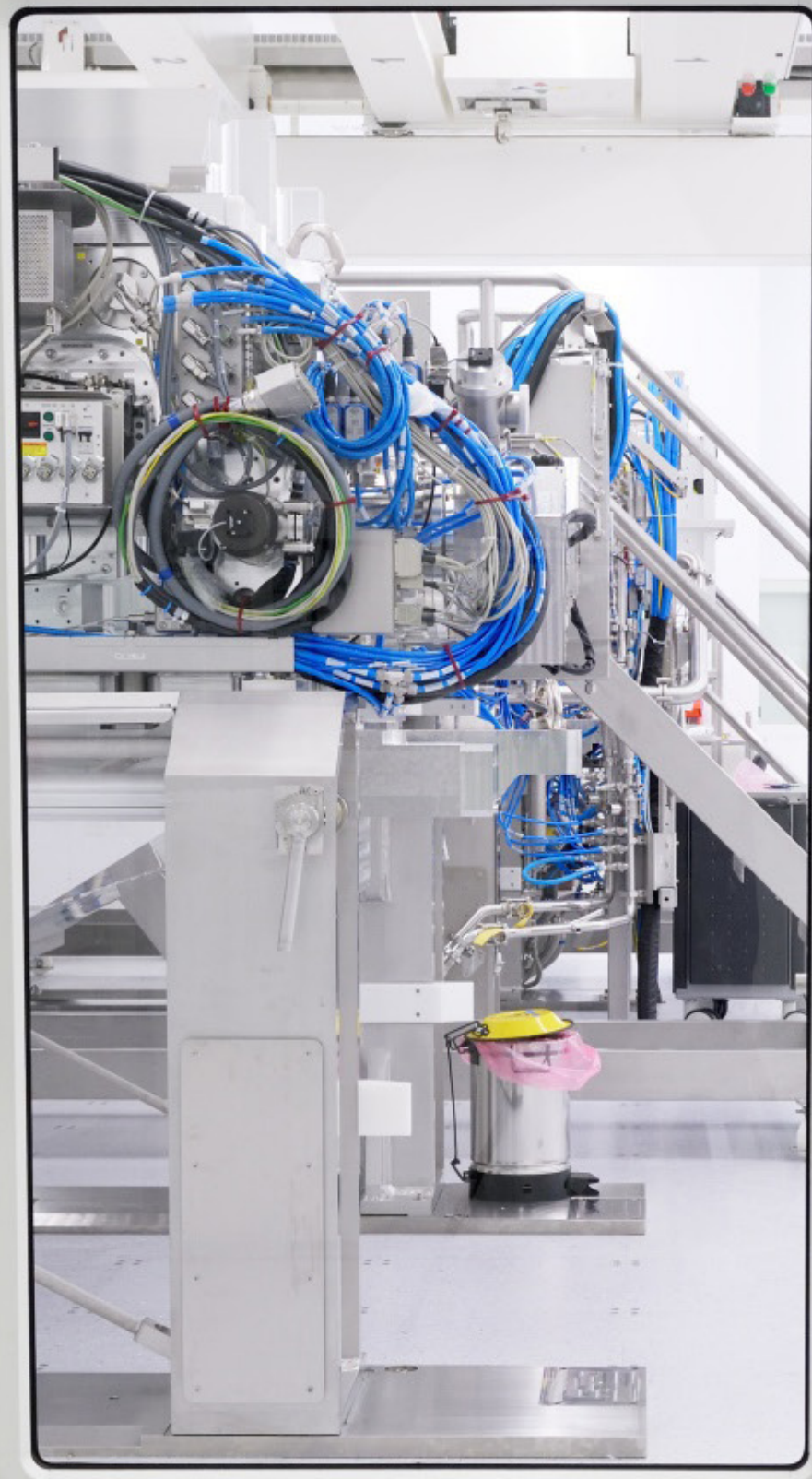
The lithography leader is headquartered in Veldhoven, The Netherlands, and employs forty thousand people in sixty offices across sixteen countries. In 2022, ASML's net sales exceeded twenty-one billion euros. The company expects to continue its growth with an anticipated annual turnover between thirty and forty billion euros by 2025.

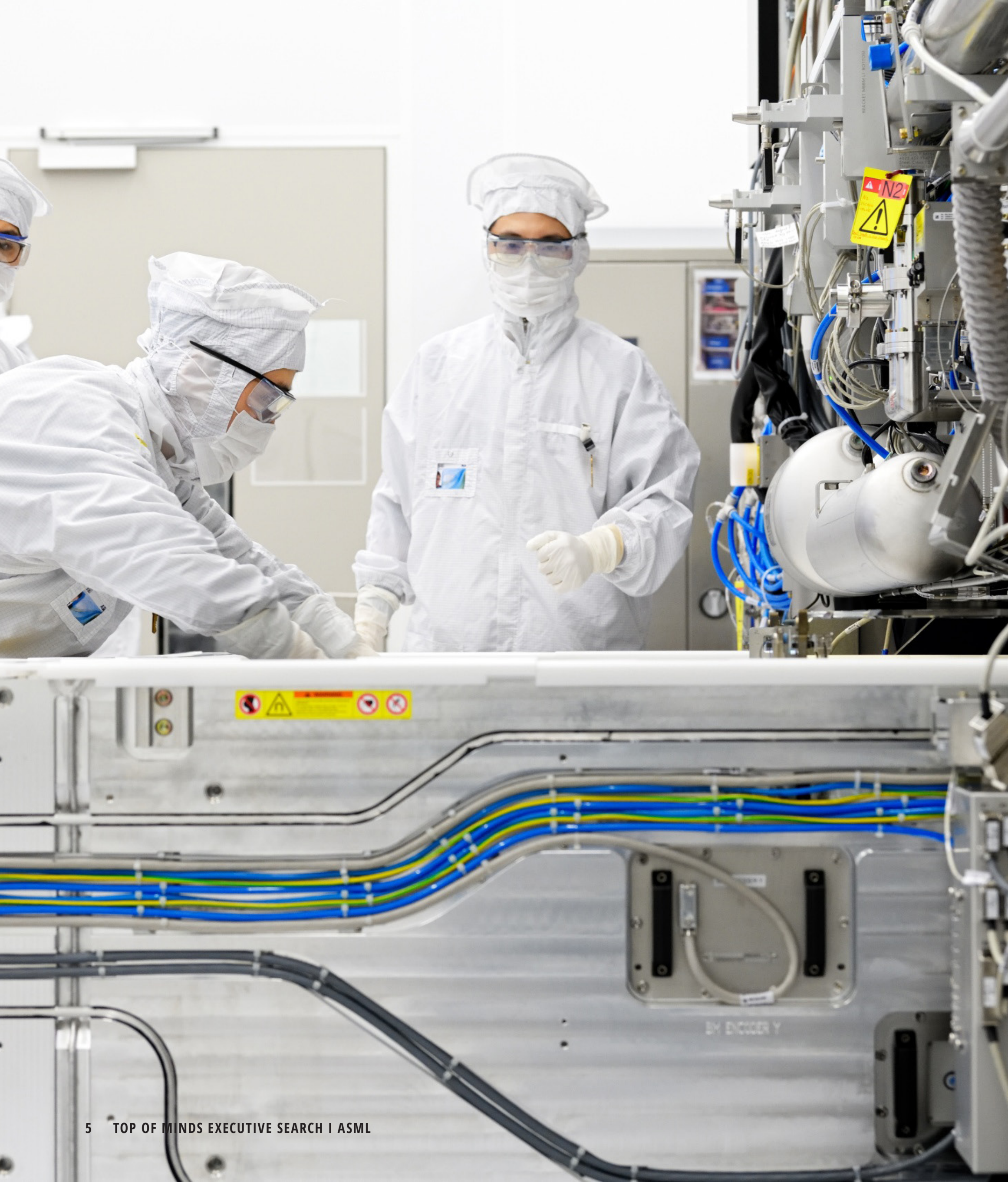
**'Our technology powers innovation worldwide. We enable groundbreaking technology to solve some of society's toughest challenges. We change the world, one nanometer at a time.'**

Peter Wennink, CEO



Learning and knowledge management (L&KM) are paramount in an environment as vibrant and challenging as ASML's. The company began its L&KM transformation two years ago by appointing a Chief Learning Officer. Since then, ASML has created a Center of Expertise consisting of about thirty-five experts and has implemented a hybrid approach to learning that mixes central steering with decentralized optimization. The new L&KM strategy enables the chip manufacturer to sustain its competitive advantage and build a new generation of cutting-edge machines.





VACANCY

# Learning Analytics Manager

**The Learning Analytics Manager will make L&KM insights available to HR and L&KM professionals as well as business managers by leveraging the latest techniques in learning analytics. They will become part of AMSL's Center of Expertise around L&KM and will be responsible to shape learning on an ASML-wide scale. The Learning Analytics Manager will report to the Global Learning Quality, Process & Analytics Lead, who reports to the Chief Learning Officer. The role is based in Veldhoven with the option for a hybrid work model, e.g., working from home about two days a week.**

The Learning Analytics Manager will drive the application of analytics and behavioral science to influence decision-making. To do so, they will liaise with stakeholders from across the organization (business, L&KM, and HR) to explore the demand for L&KM insights and collect feedback on existing learning analytics tools. Next, they will work with the Global Learning Analytics Specialist and Data Science and Business Intelligence experts from the People Analytics team to address those needs and develop and operate products such as a global learning dashboard, methodologies for learning measurement and evaluation, and prescriptive algorithms.



As the translator between the business, L&KM, and the analytics experts, the role of the Learning Analytics Manager is to prioritize, structure, scope, detail out, plan, support, manage, and evaluate the delivery of (advanced) analytics cases. They will partner with the L&KM and analytics communities and their business counterparts and be the linking pin between them. Additionally, the Learning Analytics Manager will communicate the results from complex analytics to executive-level stakeholders in straightforward terms, leveraging their data visualization and storytelling expertise.

As part of a relatively new function, the Learning Analytics Manager will get the opportunity to steer and shape learning analytics for ASML and establish a company-wide way of working. They will build a new capability for a highly successful international organization that has identified learning analytics as an important enabler for future growth. ■



**Interested?** ASML has appointed Top of Minds to fill this vacancy. To express your interest, please contact Vivian Linker at [vivian.linker@topofminds.com](mailto:vivian.linker@topofminds.com).



**The Learning Analytics Manager will own our global learning dashboard and the analytics for all L&KM activities. By improving our learning analytics capabilities and setting global standards, they will be one of the driving forces in realizing ASML's global L&KM strategy.**

**Robin Dijke, Global Learning Quality, Process & Analytics Lead**