



Q & A with Young Professional: Kara Jimcosky Duchess of Development

At NEXA | EAM, one of our guiding principles is to support the professional growth of our employees. Whether they progress in their careers through promotional advancement or decide to transition into new roles and departments—it's important to us that we nurture their talents and goals to help them reach their full potential.



What inspired you to transition to your new role in the NEXA Employee Experience Department (NEED)?

I joined the NEXA ProCal Support Team as a Quality Engineer I in April 2021, and later transitioned to a Quality Engineer II role where I was responsible for creating SOPs for a new client's system transition. The opening for a training specialist was a great career opportunity, and I was encouraged to apply by my current supervisor Adele Farrell after inquiring about the position. This new role seemed like a natural fit with my previous mentorship, training, and tutoring experience in college. I believe that personal improvement and professional growth are essential for continued career success. The Training Specialist position offered a new challenge that aligned with NEXA's value for continuous improvement that I relate to the most. I started as Training Specialist in April 2022, and have thoroughly enjoyed the experience thus far!

What do you enjoy most about working on the NEED team?

The team members and the challenges! There was a great deal to accomplish in a short time for the new hire Induction Training Program that launched the same month I started in this role, but I took the initiative to formalize the program with a stark deadline. The results are incredibly rewarding. I have the opportunity to work alongside the motivated and supportive NEED Team and interact with NEXA team members while continuing my own growth through the content and project management developing these programs.

What are some of the challenges you've had to face?

I do not have direct experience with all the training topics NEXA has in high demand, but we have Subject Matter Experts (SMEs) that can provide expertise developing new training programs. Our SMEs are typically integral members to their project, so the time to curate and test training content is

heavily constrained. The initial challenge for this position, as I mentioned earlier, was the creation of the Induction Training Program for new hires. There was, thankfully, a foundation in progress for this training when I took on my role that allowed for a jump start to the project. Six new employees started with NEXA two weeks after I started in my role, and the program was implemented effectively and on time.

Which of NEXA core values do you connect with most?

"We believe continuous improvement is vital to continued success". This value is what initially attracted me to NEXA since I wanted to see support for employee career and skill growth. The growth and success of an individual greatly has a greater impact on their team over time.

What is a professional goal you'd like to achieve in 2023?

I would like to create an online learning library for our employees. This would be a combination of recommended content from employees that had a positive impact on their growth. The platform for this library is to be determined, but records and training plans could be hosted in the Quality Management System (QMS).

What's a fun fact that people may be surprised to know about you?

I'm a musician. I sing and play a few instruments (flute, piccolo, piano, trombone). I have been an active member of various bands and choirs from my early school years to present day. My favorite experiences include my women's choir tour in Montreal, a marching band trip to Europe, and my performances with the American Choral Director's Association (ACDA) All-Eastern Latino and Chinese Repertoire Choirs. Music has and will always be an essential part of my life.