

Position Profile

POSITION/TITLE: HR Organizational, Diversity and Inclusion Director
REPORTS TO: VP of HR
LOCATION: Seattle, WA

Company Info:
Behavioral Health care organization

POSITION SUMMARY:

The Director; Organizational Development plays a key role in managing and supporting the assessment of organizational needs, as well as, the design, implementation and evaluation of programs that facilitate the continuous professional growth and development of teams and individuals, particularly people leaders and emerging leaders. This position reports to the Vice President of Human Resources and is part of the HR Leadership Team (HRLT) providing strategic and tactical leadership in a fast-paced, results-driven environment.

Responsibilities

- Develop company's organizational development strategy ensuring that it has a best-in-class approach, and that it meets the changing needs of the business while optimizing impact for leaders and frontline employees.
- Develops effective change management strategies, frameworks and project plans to ensure successful implementation.
- Manages critical projects and/or initiatives, appropriately applies change management principles, philosophies, and practices to deliver desired results
- Develop and implement a progressive diversity and inclusion strategy
- Collaborates to develop the employee engagement survey strategy, execution, and action-planning process
- Build best practices into succession planning and talent assessment process
- Develop and oversee curriculum and content for leadership, management, emerging leader, and new employee orientation programs
- In partnership with Talent Acquisition develop a robust onboarding and employee experience for new hires
- Grow employees' skills and proficiency in partnership with business/function leaders and subject matter experts
- Develop, track and maintain analytic solutions to ensure learning program adoption, quality, and effectiveness
- Partner with HR business partners to support learning and development initiatives, needs and priorities

Job Requirements

- Demonstrates exceptional understanding and application of project management concepts and techniques.
- Ability to create project plans, manage project implementation, create teams, provide thought leadership and engage with stakeholders to create buy-in, gather and share data.
- Ability to mobilize groups to get to adoption of new approaches.

- Ability to design, create and implement appropriate Organizational Development and change frameworks, resources, toolkits, guides, and training material.
- Demonstrated expertise in organizational design, job analysis/design, creating staffing models, implementing and managing culture change and transformation initiatives.
- Proven ability to lead, manage and motivate employees in a team-based environment
- Ability to provide consulting support and services at all levels within the organization, understand business needs and create actionable solutions, tools and resources in various Org Management,
- People Development, HR, Org Design, Engagement and Staffing and Performance areas.
- Action-oriented with a demonstrated ability to drive for and deliver on results
- Demonstrated strategic leadership and ability to understand the strategic context
- Translate organizational change implications and generate a change approach/solutions that drives desired outcomes.
- Ability to prepare a variety of comprehensive administrative and technical documents and reports
- Proven ability to work effectively in a general business environment, with a focus on high levels of quality and customer service

Qualifications

- Minimum: 5+ years of work experience in organizational development, organizational effectiveness, change management or talent management required. Preferred: 7+ years
- Minimum: 3+ years of consulting experience with a combination of change management and organizational development expertise.
- Minimum: 2+ years of people management or supervisory experience required. Preferred: 4+ years

Education

- Bachelor's Degree in Organizational Development, Organizational Behavior, Human Resources, Business Administration, or related field required.

Compensation

Outstanding benefits and comp DOE

For consideration and additional information please contact:

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