

The **Provincial Health Services Authority (PHSA)** plans, manages and evaluates selected specialty and province-wide health care services across BC, working with the five geographic health authorities to deliver province-wide solutions that improve the health of British Columbians. PHSA embodies values that reflect a commitment to excellence. ***These include: Respect people • Be compassionate • Dare to innovate • Cultivate partnerships • Serve with purpose.***

## **Specialist, Organizational Development**

Req#65974

Vancouver, BC

Reporting to the Managing Consultant, Strategic Leadership and OD, the Specialist, Organizational Development (OD) is an internal consulting resource for the organization and provides expert advice and counsel throughout the PHSA on organizational development and major priority change initiatives that are aligned with the goals and objectives of PHSA and its Agencies. The Specialist collaborates with members of other teams to develop and implement strategies and programs in the areas of team effectiveness, cultural change, organizational and leadership development, and employee engagement.

### **Key Accountabilities**

- Designs and delivers best practice organization development concepts, approaches, and tools to support the significant PHSA change initiatives resulting in successful accomplishment of business requirements.
- Develops, coaches and partners with leaders and staff on change management strategies and approaches.
- Facilitates team development and changes in group norms, values and culture; provides coaching support to leaders to increase success in initiatives.
- Partners and collaborates with other member of Strategic Human Resources and HR Consulting Services to support organizational programs to enhance engagement and increase capacity and effectiveness.
- Develops and facilitates PHSA programs related to organizational and team effectiveness, change management and leadership development.

### **Qualifications**

A level of education, training and experience equivalent to a Master's degree in Leadership or Organizational Development, plus a minimum of five (5) years of recent related experience in organizational development consulting.

Demonstrated expertise in organizational and leadership development, human resource management and strategic planning. Excellent communication skills including the ability to consult, coach, facilitate, negotiate and persuade others. Systems thinking and political awareness are essential. Strong analysis and problem solving abilities required. Internal consulting role requires leadership, facilitation and problem solving and team skills. Excellent organizational skills including the ability to prioritize workload to meet deadlines. Highly developed analytical and critical thinking skills. Demonstrated analytical and problem solving skills. Ability to deal effectively with all levels of staff. Strong, positive team player with a collaborative work style. Must demonstrate LEADS competencies (Leads Self, Engages Others, Achieves Results, Develops Coalitions, Systems Transformation).

***This role could be supported by less than full-time hours if the successful candidates was seeking a part-time role.***

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*PHSA is committed to employment equity and hires on the basis of merit. We encourage applications from all qualified individuals, including Aboriginal peoples, persons with disabilities and members of visible minorities.*