

Manager Organizational Development

Requisition ID: 11315

Company

The City of Vancouver is striving to become the greenest city in the world by 2020 and we are proud to be one of BC's Top Employers, Canada's Best Diversity Employers, and one of Canada's Greenest Employers.

With employees that have helped Vancouver consistently rank as one of the world's most livable cities, the City values a diverse workforce which represents the vibrant community we so proudly serve.

Consider joining our committed team of staff and being part of an innovative, inclusive and rewarding workplace.

Main Purpose and Function

Reporting to the Director, Organization Development & Strategic Initiatives within Human Resource Services the Manager, Organizational Development leads and manages the function responsible for facilitating individual, team, and organizational development, effectiveness, and capacity at the leadership levels, in service of current and emerging business-unit and corporate goals and to enhance overall corporate performance.

Specific Duties and Responsibilities

- Stewards the ongoing evolution of a high-impact OD strategy-- as well as OD services, practices, processes, resources and tools--to facilitate continuous individual, team, and organizational performance improvement
- In partnership with the Director, ODSI, builds and maintains trusted partnerships with senior City leaders to keep talent development and performance on the corporate agenda
- Leads/guides/manages a team of four experienced internal OD professionals and an extended team of external OD consultants and coaches responsible for OD needs assessments, organization reviews, individual and team leadership development, transformational change and culture change

- initiatives, succession planning, leadership coaching and other leadership and organization performance strategies and programs
- Sets the annual budget for the portfolio and manages the budget and expenditures
 - Tracks, monitors, and reports on all incoming OD service requests and allocates resources/procures external OD consulting and coaching services
 - Is an active member of the HR Senior Leadership team and contributes to the development of the overall HR Strategy and leadership approach

Qualifications

Education and Experience:

- Minimum 7-10 years' experience as a senior leader in people and organization development in a complex environment, preferably in the public sector
- Excellent experience in the application and delivery of progressive human and organization development practices
- Post-secondary education plus a Master's degree in Organization Development, Leadership Development or related field is an asset

Knowledge, Skills and Abilities:

- Advanced coaching and consulting capabilities
- Strong strategic and critical thinking and problem-solving skills
- Proven ability to engender trust at all levels of the organization
- Proven experience in making recommendations and decisions
- Demonstrated ability to communicate effectively at all levels of an organization
- Ability to manage a changing workload, determine priorities and meet goals in a timely manner.

Business Unit/Department: Human Resources

Affiliation: Exempt

Employment Type: Regular Full Time

Start Date: August, 2018

Application Close: July 8, 2018

We thank all applicants for their interest. However, only those selected for an interview will be contacted. [Learn more about our commitment to diversity and inclusion.](#)

All interested applicants to apply here:

<https://career17.sapsf.com/sfcareer/jobreqcareer?jobId=11315&comp-any=cityofvancP&username=>