



Sr Manager, Organizational Development

The Krusteaz Company · Tukwila, WA (Hybrid) 1 week ago · 34 applicants

Full-time · Mid-Senior level

501-1,000 employees · Food and Beverage Manufacturing

1 school alumni

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Meet the hiring team



Chris Englin · 2nd

Founder | Big Wave Recruiting | HR Connector [she/her]

Job poster

2 mutual connections

Message

About the job

WE. MAKE. IT. HAPPEN.

Made for Makers. By Makers.

We are hiring a **Sr Manager, Organizational Development** to join our team of Makers at **The Krusteaz Company** and find a place to belong, be rewarded and build a meaningful career, bringing some of the best-loved breakfast, baking and snack brands to the world. We believe in putting people first, dreaming big and always doing the right thing — for our customers and our team members. Bring your own kind of special to our team and find the career you've been craving.

Hybrid: Tues, Wed in office

About the Position:

The **Sr. Manager, Organizational Development** is a newly created position that will be instrumental in building a strategic organizational development and change practice to support The Krusteaz Company as we enter our next phase growth. This role is a critical driver who will lead organizational development strategies and projects that will ignite our people and culture. Reporting to the Director, Engagement, Learning and Culture, this role will serve as a trusted advisor and be responsible for providing expert counsel in the formation and implementation of talent practice areas such as performance and development, coaching, succession planning, engagement, organizational change and effectiveness, and the employee experience. This role requires a dynamic, forward-thinking, and strategic thought leader with strong business acumen who will help build a culture that enables high performance, engagement, and positively impacts attraction and retention.

Essential Functions:

- Build strong relationships with leaders across the organization to align the business strategy and organizational needs with the appropriate development and change management solutions.
- Establish a change management practice to support the needs of the business including the development of company-wide key processes, tools, and practices to be deployed.
- Work with functional partners, HRBPs, and Recruiting to deploy and execute new programs and initiatives that align with the broader strategy.
- Anticipate organizational risks and develop mitigation strategies.
- Support and advance the FIERCE competency framework which will impact performance and development programs.
- Create and implement scalable and sustainable processes to ensure the growth of strong talent pipelines including the talent review processes and succession planning practices.
- Support the entire performance management cycle including embedding best practices across the business in areas of coaching, goal setting, career pathing, feedback, and development planning.
- Support evolution of company culture in tandem with business growth and scale through driving a cohesive and employee-centric view of culture transformation and reinforcement efforts.
- Support the company's hybrid work philosophy and recommend practices and programs that will upskill and build a strong performance culture in a hybrid work environment.
- Design and implement initiatives and programs to help cultivate a diverse and inclusive workplace.

Position Requirements

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals qualified with disabilities to perform the essential functions.

- Well-rounded knowledge of all areas of talent, including learning and development, succession planning, organizational development, workforce planning, assessments, coaching, and talent strategy.
- Compelling facilitator and speaker effective at training all levels of the organization.
- Strong business acumen with the ability to relate HR and talent needs to those of the wider organization.
- Excellent project management and operational skills including planning, logistics, program management, and scheduling/driving to deadlines.
- Is a connector, relationship builder, and influencer with stakeholders, peers, and cross-functional partners.
- Excellent presentation and facilitation skills and the ability to communicate effectively with all levels of the organization.
- Strong strategic thinking capabilities with the ability to naturally translate strategy into plans for execution.
- An open, inclusive, team-oriented work style and the ability to collaborate with employees and leaders across the organization.
- A commitment to the pursuit of excellence, demonstrates a willingness to speak honestly, listen openly, and lead purposefully.

Education and/or Experience:

- **Bachelor's degree in Human Resources, Business Administration, or related field required; Master's degree highly preferred.**
- 10+ years of advanced human resources experience with at least 5+ years focused exclusively on organizational development/change management specialties in a high-growth company and a combination of consulting and in-house roles.
- 2+ years of previous experience leading and coaching high-performing teams.
- Coaching/Executive Coaching certification highly preferred.
- Experience in CPG Manufacturing a plus.