

MANAGER, CULTURE CHANGE & TEAMING

Beaverton, Oregon

Become a Part of the NIKE, Inc. Team

NIKE, Inc. does more than outfit the world's best athletes. It is a place to explore potential, obliterate boundaries and push out the edges of what can be. The company looks for people who can grow, think, dream and create. Its culture thrives by embracing diversity and rewarding imagination. The brand seeks achievers, leaders and visionaries. At NIKE, Inc. it's about each person bringing skills and passion to a challenging and constantly evolving game.

NIKE, Inc.'s uncompromising focus on human potential extends to its workforce. Nike Human Resources teams help attract, retain, and reward the world's most innovative people by creating programs to help them thrive. They accelerate company growth as stewards of culture, organizational effectiveness, talent and change. The global Human Resources community includes experts in talent planning, talent acquisition, talent development, compensation and benefits, employee relations and more. Together, they develop a motivated, diverse and engaged global team.

WHO WE ARE LOOKING FOR

We're looking for a Manager of Culture Change & Teaming to join our Global Organization Effectiveness team – a team of internal consultants specializing in organization strategy, design, and transformational change. This role will work on the development of key Organization Effectiveness practices for application on projects across NIKE. The candidate will bring steadfast curiosity, a passion for advancing human potential, strategic thinking, and the ability to translate complex problems into clear solutions and plans. The game changes fast and our team drives a dynamic portfolio of work. The candidate will bring a high degree of adaptability, resilience, and the flexibility to work across multiple projects. Like the athletes Nike serves, our Organization Effectiveness managers constantly seek to set the standard, knowing that in the pursuit of greatness, there is no finish line!

WHAT YOU WILL WORK ON

If this is you, you'll work on strategic initiatives to build and co-create practices in organization development, culture change, and team effectiveness for senior leadership teams driving the highest impact to the NIKE enterprise. In a typical day you'll be partnering with cross-functional teammates and external partners to research and develop strategies, frameworks, and tools based on innovative culture change and teaming practices that effectively enable NIKE teammates to adapt new ways of working during organization transformation to deliver on our business strategies. You'll work with other members of HR, Organization Effectiveness, and business partners to drive and implement organization transformation initiatives while focusing on increasing senior leadership team effectiveness, evolving culture practices, and enabling new ways of working across different NIKE functions and geographies. You'll use deep consulting expertise and systems thinking to ensure practices are highly effective in the business and connected to broader strategies. You'll work with the Director of Culture Change & Teaming to develop and deliver work in service of NIKE teammates locally and enterprise-wide.

WHO YOU WILL WORK WITH

You will expertly navigate a cutting edge global matrix. Reporting to our Director, Culture Change & Teaming, you will be part of a global Organization Effectiveness team with opportunities to work on and lead projects in different parts of the NIKE organization. To do your best work, you will collaborate and co-create with other Organization Effectiveness teammates, HRBPs, business leaders, and partners in Strategy, Talent Management, and Learning & Development.

WHAT YOU BRING

- Bachelor's Degree in Business, Organizational Development, Industrial/Organizational Psychology, Social Sciences or related field; advanced degree is preferred
- Experience working as an internal or external consultant on organizational development, culture change, and/or senior team development efforts including needs assessments, diagnostics, custom intervention or solution design, facilitation and implementation, and success measurement
- Proven ability to play a consulting role in complex cross-functional projects, demonstrating a range of practices within Organization Effectiveness
- Proven ability to create organizational development, culture change, or teaming strategies, practical approaches, activities and measures to drive and sustain behavior change. Work effectively with senior leaders (VPs+), business-facing HR partners, and other business partners
- Proficiency in organizational development, culture and transformational change, team dynamics theories and methods and solid ability to pragmatically apply best practice concepts to business challenges focused on the people and behavior side of change
- Experience working in a global environment across a matrixed organization
- 5+ years of relevant work experience with at least 3 years as an internal or external consultant
- Excellent interpersonal skills with ability to work in a team with varied strengths across multiple levels
- Ability to analyze, diagnose and resolve problems quickly, efficiently, and collaboratively
- Ability to independently navigate ambiguity, drive clarity, identify conflicts and negotiate solutions in a fast-paced global setting
- Proficiency in both written and spoken English is required for this role

NIKE, Inc. is a growth company that looks for team members to grow with it. Nike offers a generous total rewards package, casual work environment, a diverse and inclusive culture, and an electric atmosphere for professional development. No matter the location, or the role, every Nike employee shares one galvanizing mission: To bring inspiration and innovation to every athlete* in the world.

NIKE, Inc. is committed to employing a diverse workforce. Qualified applicants will receive consideration without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, veteran status, or disability.