

Manager, Organizational Development

Florida Crystals Corporation ★★★★★ 35 reviews

West Palm Beach, FL

Remote

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Job details

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Job Type

Remote

Indeed's salary guide

- Not provided by employer
- \$83.8K - \$106K a year is Indeed's estimated salary for this role in West Palm Beach, FL.

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Full Job Description

Florida Crystals is a leading domestic sugar producer and North America's first fully integrated cane sugar company, guiding our sugar from farm to table. We are America's first and only producer of certified organic sugar, grown and harvested in the United States. Our renewable energy facility is the largest of its kind in North America and provides clean energy that powers our sugar operations, which helps us reduce our use of fossil fuels. Florida Crystals also sustainably farms rice, sweet corn and other vegetables in rotation with our sugarcane. Our rice mill is the only rice mill in Florida.

POSITION SCOPE

Reporting to the Senior Manager, Talent Management, the successful candidate will have responsibility for driving Organizational Development initiatives across ASR Group, which is comprised of over 4,000 employees globally.

POSITION STRATEGIC OBJECTIVES AND KEY DELIVERABLES

The Manager, Organizational Development contributes a high level of energy and consultative leadership to implement key development strategies throughout the organization. The individual must be strategic in the sense of being able to think broadly with vision and deliver results through formal and informal influence of others, but also tactical in the sense of being able work at an operational level to complete work his/herself. Success in this role is based upon being able to demonstrate clear value to the business by executing against key objectives through partnership/ collaboration with key stakeholders in HR and the business.

The Manager, Organizational Development is responsible for improving business results through changes to processes, systems, structure and culture. This work includes integration of existing HR and talent resources as well as processes such as competencies, recruitment, onboarding, succession planning, performance management, and strategically aligning the work with all other aspects of the talent strategy.

DETAILED ROLES AND RESPONSIBILITIES

- Conducts assessments and uses data to provide consultation on organizational effectiveness interventions that will close gaps from current to desired future state.
- Develops solutions for specific organizational and business challenges, aligns stakeholders to objectives and plans to implement strategies.
- Creates resources, tools, trainings, and other related products to enable implementation.
- Provides expert facilitation to ensure organizational performance, team effectiveness, structure/design, governance practices, culture and other HR processes support achievement of business goals.
- Monitors and continually improves the effectiveness of OD programs and products to ensure advancement of the organizational strategy and culture.
- Collaborates with members of the talent function to implement competencies, behaviors, structures and processes to successfully manage organizational culture.
- Leads corporate Employee Engagement strategy, including full bi-annual survey and pulse surveys on alternating years.
- Determines annual corporate engagement activities and drives all activities to completion, including the communication of corporate engagement actions throughout the organization.
- Collaborates with business units to determine and measure engagement initiatives and report on outcomes.
- Partners with Corporate Communication on effective communication to motivate and engage the workforce.
- Develops new policies and procedures as needed. Review and update policies and procedures on an annual basis in conjunction with key stakeholders.
- Perform other tasks as assigned.

ESSENTIAL WORK EXPERIENCES

- Minimum 7 years of progressive experience in developing solutions and implementing Organizational Development strategies in a global organization
- Minimum 3 years of experience leading a corporate Employee Engagement program in a global organization
- Minimum of 10 years of professional experience in Human Resources
- Advanced analytical skills with the proven ability to analyse data to determine organizational needs
- Experience utilizing project management and HRIS tools (SuccessFactors and/or SAP preferred)
- Demonstrated experience managing large, complex projects with multiple stakeholders.
- Certification with various assessment tools (MBTI, DISC, TKI, KFFALP, Workplace Productivity Profile) preferred

ESSENTIAL EDUCATION REQUIREMENTS

- Bachelor's degree in Organizational Behavior, Organizational Development, Human Resources or related discipline from accredited university.
- Advanced degree preferred, but not required.

OTHER REQUIREMENTS:

- Computer Proficiency – Proficiency in Microsoft Office suite (Word, Excel, Power Point, Outlook).
- Travel – Ability to travel approximately 20% throughout domestic and international locations.

Core Competencies:

- **Analytical Thinking & Decision Making** – *Identifies and understands trends and/or issues; connects data points through analysis to arrive at a logical conclusion.*
- **Business & Financial Acumen** – *Demonstrates knowledge and understanding of the financial, accounting, marketing and operational functions of our organization; interpreting and applying understanding of key financial indicators to make better corporate decisions.*
- **Effective Communication** – *Expresses ideas and information in a clear and concise manner by tailoring one's message to fit the interests and needs of the audience.*
- **Customer Orientation** – *Keeps internal and/or external customer(s) in mind at all times. Strives to proactively address customer concerns and needs. Assists business partners and customers to achieve their work goals via application of their own skills and knowledge; strives to provide consistent customer satisfaction.*
- **Establishes Trust** – *Gaining the confidence and faith of others by actions and words that promote being honest, forthcoming, integrious and vulnerable.*
- **Problem-Solving** – *Anticipates, evaluates, diagnoses, and resolves problems in a systematic and fact-based manner.*
- **Results Orientation & Accountability** – *Takes accountability, identifies, executes and drives actions to consistently achieve desired results.*
- **Teamwork & Collaboration** – *Creates a climate that fosters commitment to a common vision and shared values that promote cooperation and working together through trust and support of others.*
- **Adaptability/Flexibility** – *Maintaining effectiveness in varying environments and with different tasks, responsibilities and people.*
- **Continuous Improvement** – *Establishes methods and utilizes specialized techniques to monitor and improve performance of systems and processes.*
- **Self-Development** – *Seeks feedback on one's strengths and weaknesses and initiates activities to increase or enhance their knowledge, skills, and proficiency in order to perform more effectively or enhance their career.*
- **Change Management** – *Achieves success through change: identifies opportunities for improvement and innovation, removes barriers and resistance, and enables behaviors that support desired outcomes.*
- **Develops Others** – *Plans for the growth of others, diligently addressing performance issues and conflicts, both at the individual and organizational level with the purpose of achieving results through the activities of other people.*
- **Strategic Mindset** – *Understands company's short and long-term priorities and aligns department priorities and behavior around achievement of those objectives.*

LOCATION OF ROLE

- West Palm Beach, Florida OR this position can be remote/hybrid