

Organizational Development Consultant

Sun Cloud LLC

Minneapolis, MN 55404

\$145,549 - \$170,001 a year - Full-time

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Job details

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Salary

\$145,549 - \$170,001 a year

Job Type

Full-time

Shift & Schedule

8 hour shift Monday to Friday

Qualifications

- Bachelor's (Required)
- Organizational Development: 6 years (Required)
- Program management: 1 year (Required)
- stakeholder management: 1 year (Required)

Benefits

Pulled from the full job description

Dental insurance

Health insurance

Life insurance

Paid time off

Vision insurance

Full Job Description

Job Purpose and Impact

This role will often serve as the Organizational Development Lead on large, complex, global transformation programs. These transformation programs require that the role recommend and test new operating models, design and test new organizational structures, implement and sustain organization design and change management solutions, and do so in a Lead role that oversees teams staffed with organization design and change management consultants from North America, Latin America, Europe, and Asia-Pacific regions. In this role, you will be an expert in the processes, tools and methodologies associated with organization design and change management. You will serve as both a program team leader and a hands-on practitioner supporting enterprises and functions to diagnose, propose, execute, and sustain organizational development solutions.

Key Accountabilities

Provide strategic thought leadership and act as a consultant to oversee and accelerate organizational development projects.

Lead organizational development project teams in the diagnosis, design and execution of organization design and change management workstreams.

Achieve the desired business results and provide an excellent client experience.

Nurture a strong continuous improvement culture to ensure deployment of scalable, simplified, and standardized processes.

Provide expert thought leadership and work with limited direction.

Provide direction and support team members while being a strategic contributor.

Partner with corporate talent and performance to provide strategic thought, recommend appropriate solutions, align on solution design creation, lead delivery of solutions, and leverage existing global solutions and service providers.

Define and monitor performance and service quality metrics in alignment with global human resources solutions and talent and performance strategic objectives.

Other duties as assigned

MINIMUM QUALIFICATIONS

Bachelor's degree in a related field or equivalent experience

Proven consulting skills that drive high performance

Strong leadership, stakeholder management and communications skills

Minimum of six years of related work experience

PREFERRED QUALIFICATIONS

Organizational design experience from assessment to organization structure design and through implementation

Program management experience including leading global engagement teams comprised of organizational development professionals

10 years of related consulting and/or human resources experience.