

CCB HR Organizational Effectiveness, Executive Director

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Jersey City, NJ

\$142,500 - \$235,000 a year - Full-time

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Job Company

Job details

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Salary

\$142,500 - \$235,000 a year

Job Type

Full-time

Full-time

Benefits

Pulled from the full job description

Health insurance

Retirement plan

Tuition reimbursement

Full Job Description

The **CCB Organizational Effectiveness, Executive Director** is a true player coach, both managing a small team of internal organizational development consultants and partnering with HR and Business Leaders to design, development, and deliver solutions that better assess, align, develop, and utilize people capabilities at the team & organizational levels to make our customers lives better. This role serves as an internal consultant primarily focused on the organizational structure and design, transformation, assessment of organizational performance, and development of management routines.

Responsibilities of the role include, but are not limited to:

- Maniacal focus on customer experience in design, build and implementation of solutions
- Partner with HR and Business Executives on issues related to organizational effectiveness and change management in an effort to improve organizational performance
- Lead activities to assess & diagnose organizational issues, ensure alignment of business goals with organizational designs, and develops or recommends solutions for areas of high business impact (i.e. functional design, roles & responsibilities, leadership alignment, etc.)
- Manage a small team of internal consultants
- Ability to influence and align diverse stakeholders behind shared visions and goals
- Thinks strategically and analytically to deliver data-driven solutions
- Ability to partner and influence across a highly matrixed environment to optimize capability and capacity across HR and business to deliver solutions
- Develop & deliver organizational designs, , and other tools & templates as needed
- Considers measures of success in development to ensure continuous improvement in all aspects of delivery
- Advise leaders on proactively influencing culture; objectively define and measure culture, build concrete actions leaders can deploy, support wide-scale culture enhancement across the organization
- Ability to coach organizational leadership teams through change and transformation

Qualifications:

- Previous consulting experience with Fortune 200 firms
- Minimum of 10 years relevant experience in organizational effectiveness roles with large, complex organizations and/or consulting firms
- Knowledge & experience in utilizing organizational and development models & assessment tools
- Management experience
- Creative and strategic thinker who works well in collaborative team environments
- Aptitude for simplifying complex processes to create organizational efficiencies
- Demonstrated ability to influence & drive change in a highly matrixed and constantly changing environment
- Deep experience in organizational design and development
- Strong interpersonal savvy with the ability to influence and build effective partnerships with senior executive stakeholders in HR and Business
- Proven ability to architect and implement large scale projects with measurable outcomes
- Ability to engage in multiple initiatives simultaneously with competing priorities
- Excellent communication, storytelling, and facilitation skills & ability to work with people at all levels
- Senior team coaching and development experience preferred
- Bachelors degree, Masters or MBA preferred

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