

[← Back to Jobs](#)

Organizational Development Manager

Lumanity

Yardley, PA

Posted: November 30, 2022 Full-Time

Lumanity is dedicated to improving patient health by accelerating and optimizing access to medical advances. We partner with life sciences companies around the world to generate evidence to demonstrate the value of their product, translate the science and data into compelling product narratives, and enable commercial decisions that position these products for success in the market. We do this through strategic and complimentary areas of focus: Asset Optimization and Commercialization, Value Access and Outcomes, Medical Strategy and Communications, and Real-World Evidence.

We are seeking a human resources and learning and development professional to serve as our Manager of Organizational Development. In this newly created role, The Organizational Development Manager will lead the research, design, development, and implementation of a range of organizational development assignments/interventions in support of our Global Talent Strategy for Lumanity. This role will be responsible for building strategic and operational solutions that are engaging and impactful and will support the enablement of of people growth. In addition, this position will manage the global organizational development programs and ensure they meet evolving needs, monitor the engagement and impact, and identify tools, methodologies, data sources, and infrastructure that will support organizational development.

- Bachelor's degree in human resources, organizational development or related field, or equivalent work experience in organizational development (Master's degree preferred)
- Organizational Development program management experience ideally in a global, fast-paced, high-growth, matrixed environment with multiple and sometimes changing priorities
- Evidence of expert knowledge and understanding of organizational development approaches, interventions and implementing best fit solutions
- Willing to take a hands-on approach in any aspect of the role to ensure its success
- High level partnership and stakeholder management skills gained through working collaboratively with a variety of senior leaders
- Proven ability to establish personal credibility quickly, demonstrate the firm's values and build trust with colleagues at all levels

- Dedication and commitment to promote diversity, multiculturalism, and inclusion in all work activities
- Excellent interpersonal, facilitation and collaboration skills; including experience providing feedback to others on development programs, and managing feedback from stakeholders
- Demonstrable ability to understand, analyze and distil complex information to communicate key facts accurately, succinctly, and persuasively
- Ability to work under pressure and meet deadlines while working with ambiguity

We offer our employees a comprehensive benefits package that focuses on what matters to you – health and well-being, personal finances, professional development, and a healthy work/life balance.

US based employees are offered:

- Competitive salary plus annual bonus potential
- Medical, dental, and vision insurance options
- 401(k) plan with employer match
- Generous amount of paid time off annually + 10 paid holidays
- Employee Assistance Program
- Company-paid short-term and long-term disability coverage and life insurance
- Health Savings Account option with employer match
- Flexible spending accounts for health and dependent care and much more

UK based employees are offered:

- Competitive salary
- Hybrid working pattern
- Early finish Friday
- Private Healthcare Plan
- Pension Plans
- Life Assurance
- 25 days annual leave plus bank holidays
- Access to Learning & Development programs and tailored trainings

US based employees can expect to be paid a salary between \$85,000 to \$133,000. Additional compensation may include incentive compensation (i.e. bonus or commission), if applicable. Employee will be also eligible to Lumanity's benefits, including health care, vision, dental, 401(k), PTO, sick leave and more! The salary range is merely an estimate and may vary based on an applicant's location, skills, prior experience, professional qualifications, and other relevant factors.

Lumanity

Address

Yardley, PA

USA

Industry

Business