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# Senior Manager Organizational Effectiveness

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## Job Description

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**POSITION SUMMARY:** The Senior Manager, Organizational Effectiveness (OE) is responsible for providing expertise and solutions related to talent management, employee engagement and organizational development to enhance the effectiveness of our company. This role partners with business leaders and various departments to ensure proper collaboration on the development and implementation of projects and programs which contribute to the continued growth of the organization. The successful leader will first seek to understand business needs and then quickly build highly productive and impactful solutions.

### PRINCIPLE RESPONSIBILITIES:

- Identify organizational improvement priorities in partnership with senior leaders and design and implement organization wide solutions to address pain points and nurture Republic’s culture transformation.
- Partner with senior leadership, HRBPs and business teams on a wide range of organizational effectiveness activities such as employee experience and

**Posted Date:** November 15, 2022

**Job Type:** Full-Time

**Req #:** R-086590

**Location:** Phoenix

**Job Category:** Human Resources

## Why choose Republic?

Joining Republic isn't just about taking on a new job, it's about making a commitment to create a more sustainable world together. Our people provide an essential service, serving and impacting customers, neighborhoods, and communities everywhere.

engagement programs and developing human-centered initiatives and strategy, tools/resources and plans to support OE-sponsored programs for value-added functional support.

- Lead prioritized initiatives to enhance the employee experience using a design thinking approach and incorporating innovative thinking and external best practices.
- Develop and apply consistent OE assessment and design methods and activities.
- Build and help support the implementation of annual talent processes such as goal setting, succession planning and performance reviews.
- Identify leadership and organizational development needs and create programs to help our leaders and teams grow.
- Acts as an organizational design coach and play a key role in shaping the future of the organization by developing and implementing organizational design strategies.
- Partner with HR Operations, Information Technology, and other key stakeholders to articulate the organizations digital experience strategy to provide employees with low-effort technology solutions that enhance productivity, collaboration, and organizational agility.
- Influence key business leaders to ensure a consistent experience is delivered to all employees, regardless of differences such as functional area, location (HQ vs. field), or union/non-union status.

#### QUALIFICATIONS:

- Bachelor's Degree. Master's preferred.
- Three to five (3 – 5) years of experience working in organizational development/effectiveness for operations in a large organizational and/or functional business unit.
- Five (5) years of leadership experience, with increasing responsibility in developing, implementing, and managing programs leading a team and organizational function.
- Demonstrated ability to solve complex and ambiguous business problems leveraging data analysis and modeling. Big picture thinker who anticipates future

As a company, we are proud of our values and encourage those who share in our aspirations to join our team:

- We protect our colleagues and communities through safe practices everywhere, every day.
- We are committed to serving our customers and communities by going above and beyond to exceed expectations.
- We take action to improve neighborhoods and communities by being environmentally responsible and creating a more sustainable world.
- We are driven to deliver results in the right way.
- We encourage a human centered culture that honors the unique potential and dignity of every person.

Republic Services is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, protected veteran status, genetic information, or any other characteristic protected by applicable law.

The statements used herein are intended to describe the general nature and level of the work being performed by an employee in this position, and are not intended to be construed as an exhaustive list of responsibilities, duties and skills

trends and consequences and creates competitive strategies and plans.

- Demonstrated experience relationship-building and consulting with leaders, including identifying needs, developing action plans, identifying deliverables, and presenting results/recommendations to achieve strategic/operational goals.
- High degree of organization and ability to manage multiple, competing projects and priorities simultaneously.
- Experience in evaluating, developing, and implementing operational improvements through automation and process redesign to enable scalability and velocity.
- Experience breaking down complex processes and identifying key pain points to deliver business improvements.
- Strong planning, organization, delegation, and decision-making abilities.
- Development and use of change management methodologies and/or models to implement organization change initiatives
- Excellent facilitator skills.
- Demonstrates a sense of urgency to overcome obstacles and achieve measurable results. Resourceful and driven.
- Ability to interact easily with all levels within the organization; high level of collaboration and influencing skills.
- Superior ability to deliver results in a highly matrixed organization.

#### MINIMUM QUALIFICATIONS:

- At minimum 7 years of progressive organizational effectiveness or human resources professional work experience, preferably within a Fortune 500 company or consulting firm.
- Experience with leading functions through significant enterprise transformation efforts.

required by an incumbent so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the Company.

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We're doing the hard work of sustainability 5.2 million times a day.

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## About Us

Republic Services is an industry leader in U.S. recycling and non-hazardous solid waste. Through our subsidiaries, Republic's collection companies, recycling centers, transfer stations, and landfills focus on providing effective solutions to make proper waste disposal effortless for our 14 million customers. We're doing the hard work of sustainability 5.2 million times a day, working as one team to make a difference for each other, our communities, and our world.

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If you would like more information about your rights as a candidate **click here**

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Republic Services is a drug free workplace. Republic Services participates in E-Verify to verify the employment status of all persons hired to work in the United States **click here** (<https://cdn-static.findly.com/wp-content/uploads/sites/2283/2022/05/12103322/E-Verify.pdf>) for more information.

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