

Director, Organizational Development

POSTED ON 10/27/2022 AVAILABLE BEFORE 4/5/2023

Saint Anthony Hospital  Chicago, IL Remote Full Time

Job Posting for **Director, Organizational Development** at **Saint Anthony Hospital**

Are you interested in joining a team where patient satisfaction is at the core of everything we do? At Saint Anthony Hospital, you can “**Expect More from a Community Hospital.**” We are a proud community-based hospital in Chicago, focused on the patient needs in every interaction. Saint Anthony Hospital is committed to providing the highest quality health care and thus building a new state-of-the-future healthcare facility with critical service offerings in pediatric care, maternity care, behavioral health and more. Join our team of dedicated employees as we embark on the future as an anchor to the Focal Point Community Campus. Learn more at focalpointchicago.org.

POSITION SUMMARY:

REPORTS TO: Vice President, CHRO Human Resources

Position Status: Full-time

Direct Reports: 2 Organizational Development Specialists

Work Location: Hybrid (Work from home and Corporate Office)

The **Director, Organizational Development** develops and leads the PEOPLE strategy with key stakeholders, focused on ensuring the team and our patient interactions reflect our BRAND. This incumbent is a SME in developing, leading, and executing the full life cycle of the recruiting process. They collaborate with key stakeholders to prioritize short-term and long-term solutions to competitively recruit and retain candidates in the healthcare industry. They develop and maintain extensive networks of clinical and non-clinical candidates using innovative marketing techniques. The desired candidate will have experience in the space of innovation, be solution based, and leverage analytical and strategic thinking to solve complex challenges. They will be able to influence at all levels (internal/external vendors) and acts as an advisor and coach to healthcare leaders on our recruiting and workforce planning programs. They desire to be part of team that identifies challenges, promotes agility, and provides solutions to support a fun and collaborative work environment.

This position manages all employees of the OD function and is responsible for the performance management and hiring of the employees within that department.

PRINCIPLE RESPONSIBILITIES

Develops and manages the organizational development (OD) strategies and processes that supports the company’s vision and mission.

Partners with stakeholders to understand business strategy, assess team capabilities, identify needed organizational capabilities, and develop programs to maximize employee capabilities

Leads the design, development and implementation of programs, policies and strategies tailored to meet OD needs and program goals through partnerships with key stakeholders.

Proactively identifies capability opportunities/gaps and works with business leaders/partners to address

Designs and executes key programmatic elements of the OD process.

Evaluates strategies and programs to measure the achievement of established goals.

Assists with the provision of expert facilitation and coaching to supervisors and managers regarding OD methods and tools.

Develops and mentor staff through on-boarding, open communication, training and development opportunities and performance management processes; builds and maintains employee morale and motivation; ensures the team is appropriately staffed with required competencies; fosters a diverse and inclusive workplace

Manages the individual development planning process for executives and emerging leaders.

Plans and leads short- and long-term planning for OD programs.

Prepares budgetary recommendations that meet departmental goals and provide for effective management of resources.

Supervises a group of employees in various OD work units.

POSITION REQUIREMENTS

Master's degree in organizational development/organizational behavior. Related experience considered in lieu of education.

6 years of experience working in organizational development for operations in a large organizational and/or functional business unit.

SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential.

Superior verbal and written communication skills.

Proficient with Microsoft Office Suite or related software.

Excellent presentation and facilitator skills.

Ability to evaluate and research training options and alternatives.

Adept with a variety of multimedia training platforms and methods.

Ability to design and implement effective training and development.

Excellent leadership skills.

SAINT ANTHONY HOSPITAL HIGHLIGHTS

Saint Anthony Hospital is an independent, nonprofit, faith-based, acute care, community hospital dedicated to improving the health and wellness of families on the west side and southwest side.

Certified as a Primary Stroke Center by The Joint Commission.

Offer competitive wages and a comprehensive benefits plan for employees and families to include tuition reimbursement.

We employ and teach the city's most prominent, innovative resident physicians and medical students.

EQUAL OPPORTUNITY

Saint Anthony Hospital is an affirmative action/equal opportunity employer and does not discriminate in hiring or employment on the basis of age, sex, race, color, religion, national origin, gender identity, veteran status, disability, sexual orientation, or any other protected status.