

[Tweet](#)

Director, Organizational Development

Job Category: Organizational Development Administration

Requisition Number: SENIO001745

Your full LinkedIn profile will be shared. [Learn More](#)

[Apply now](#)

[Apply with LinkedIn](#)

Posted: April 12, 2022

Full-Time

Candler
Baltimore, MD 21202, USA

Job Details

Description

JOB SUMMARY

The Director, Organizational Development is accountable for the strategic and tactical leadership of the Organizational Development department which is part of the Human Resources/Organizational Development team. The Director guides the overall strategy for the Aquarium's organizational structure and talent management processes, including learning & development, succession planning/leadership development, career planning and development, developmental 360 feedback and coaching, ensures stakeholder support and helps drive effective implementation of NA's strategic planning including annual Strategic Priorities and annual DEIJ Strategic Priorities.

The Director, Organizational Development supports and integrates the Aquarium's people engagement and inclusion/diversity strategies and actions into staff talent management efforts. The Director ensures alignment and integration of all Organizational Development responsibilities and processes with the Aquarium's strategic framework, mission, vision and values.

KEY RESPONSIBILITIES

People Engagement

- Develop and manage the Aquarium-wide strategic plan for people engagement initiatives including recognition opportunities throughout the organization whether through employer branding outlets, rewards and incentives, recognition programs and manager skills to recognize employees proactively.
- Develop strategic programs designed to align culture and capacity of NA and improve people engagement for all audiences (Board, Employees, Volunteers).
- Deploy and manage pulse and long-form surveys with the OD Partner to gather data insights and provide analytics to key stakeholders such as the board, Leadership Team, and managers of people. Work with leaders and managers of people to formulate action plans for engagement to improve culture.

- Develop and manage organizational communications in partnership with Marketing; build communication capacity throughout the organization through policy, support communications from leadership and create consistency in messaging across departments & teams.
- Manage and cultivate content with the OD Partner for all employee communication efforts including: writing and editing executive messages, All Hands meetings, organizational announcements, presentations, speaking points, articles, scripts and project-specific communications as needed.
- Serve as a key stakeholder for AquaNet. Partner closely with IT and Digital Marketing to develop content strategies, encourage staff usage/engagement and oversee ongoing continual improvement of the site.

Organizational Development and Strategic Planning

- In partnership with the Chief Strategy Officer, ensure the development and reporting of annual priorities and action plans, key results identification and continuous planning capacity for the organization.
- Provide consultative support to the leadership team to develop and implement the infrastructures necessary to achieve the organization's vision and short- and long-term plans.
- Ensure strategic alignment with organizational initiatives and strategic framework for long-range planning that supports the growth and overall impact of the Aquarium.
- Lead strategy-based talent initiatives including: employee value propositions, executive coaching and assessment, diversity and inclusion strategies and change management.
- Manage and liaise with consulting partnerships chosen to add expertise and support for organizational development initiatives.
- Serve as an internal coach for all new SVPs and VPs, providing action planning for leadership development.
- Oversee the development of best in-class training for individuals and leaders including content and materials (such as eLearning, webcasts, and gamification), course design, delivery, instruction, program evaluations and learning reinforcement.
- Create initiatives that develop the workforce beyond formalized training sessions, such as coaching and mentoring, learning conversations, and on-the-job training.
- Provide OD and training support to change management activities, including assistance in conflict resolution, employee coaching and performance management, employee evaluation and strategic hiring, reorganizations, work redesign, team building, succession planning, problem solving and meeting facilitation.

Organizational Design

- Develop and execute talent management strategies and initiatives that complement the culture and align and support the achievement of strategic business objectives.
- Oversee and manage talent management programs in partnership with HR including; performance and career management planning and administration, employee development program design and administration, and succession and leadership development program design.
- Develop and continually improve strong lines of communication, trust, and partnership across the organization with specific emphasis on developing relationships with key managers and associates; Reach out to leaders across the Aquarium to identify their talent management and OD priorities and build awareness of and buy-in to the overall human capital strategy.

Diversity, Equity, Inclusion & Justice

- Serve as a thought leader, strategic partner, and champion for DEIJ priorities by leveraging subject matter expertise and keeping abreast of industry best practices, benchmarks, and emerging DEIJ approaches.
- Serve as a key contributor on the DEIJ Steering Committee in implementing the DEIJ Strategic Plan, focusing on developing, implementing and overseeing tightly-integrated diversity and inclusion best practice solutions that drive inclusive behaviors and business practices at all levels of the organization in support of our DEI goals. (e.g., recruiting, onboarding, training, compensation and professional development opportunities)

- Develop, assess and implement policies, practices and trainings that create and foster a more equitable, just, diverse, and inclusive culture.
- Identify and manage direct and indirect resources to support the DEIJ Strategic Plan including the identification, selection and management of outside partners, consultants, budgets and metrics to measure effectiveness.

Other: Other duties as assigned.

REQUIRED QUALIFICATIONS

- Bachelor's Degree in Behavioral Science, Business Administration, Organization Design, Human Resources or related field required. Master's Degree and/or professional certification (SPHR / SHRM-SCP) preferred.
- CliftonStrengths coach certification and/or DiSC certification preferred.
- A minimum of 10 years of broad-based human resource experience including at least five years' experience in the creation, design and delivery of organizational development / training programs that have organization-wide impact.
- Experience in developing and implementing effective operational systems and controls required.
- Knowledge of an array of DEIJ topics including resources, tools, and industry best practices.
- Commitment to and passion for continuous learning and personal growth in DEIJ awareness.
- Proven ability to model leadership effectiveness factors of change leadership, strategic planning, and thought leadership.
- An ability to form productive cross-functional relationships, showing respect for what the team has accomplished while bringing break-through thinking and solutions to improve the performance of the business unit or department.
- Organizational and political agility; developed negotiation skills.
- Confident – can articulate a strong point of view; Humble – knows when to flex.
- Strong business acumen; fast learner - strategic/financial analysis skills.
- Intellectual curiosity.
- Highly-developed communications skills (written/verbal) and interpersonal savvy.
- Results/action-orientation; project management skills.
- Willingness to work hard and take direction—but also creatively solve problems for which the answers aren't always obvious.
- Unquestionable personal code of ethics, integrity, diversity, discretion and trust.
- Able to successfully navigate within varying degrees of ambiguity in a fast-paced environment.
- A sincere and contagious passion for the mission of the National Aquarium.

The National Aquarium is committed to diversity and invites individuals who bring a diversity of culture, experience and ideas to apply.

About the National Aquarium

The National Aquarium in Baltimore, Maryland, is a nonprofit organization that's changing the way humanity cares for our ocean planet. The Aquarium's award-winning habitats are home to thousands of animals representing hundreds of species of fish, birds, amphibians, reptiles and mammals. We are proud to be accredited by the Association of Zoos and Aquariums, and strive to meet or exceed AZA standards in all aspects of animal care and welfare. A dedicated team of full- and part-time employees and volunteers drives the Aquarium's mission to inspire conservation of the world's aquatic treasures. More than a million guests visit the Aquarium each year, and millions more participate in its conservation, education and engagement initiatives.

Our Culture

The National Aquarium opened in 1981 as a visitor attraction and has evolved into a conservation organization that operates a world-class aquarium. Our core values—integrity, innovation, service, excellence, and engagement—form the basis for our beliefs about our organization, our colleagues and ourselves, and serve as the framework to guide our behavior and actions to achieve our mission. Through unparalleled exhibits, science-based education programs and hands-on field initiatives, the Aquarium is at the forefront of efforts to connect people with the natural world and raise awareness of the challenges facing our ocean.

Our Mission and Goals

By connecting people with nature, the Aquarium drives conservation action for the benefit of people, animals and the planet. The Aquarium's mission—to inspire conservation of the world's aquatic treasures—begins within the walls of its buildings, but it does not end there. The Aquarium protects, enhances and restores natural resources through education and engagement, habitat restoration, animal rescue and sustainable business practices, with its conservation work guided by three overarching goals—to combat climate change, save wildlife and habitats, and stop plastic pollution.

© 2018 National Aquarium