

[Online](#) [Campus](#) [Parents](#) [Military](#) [Transfer](#) [International](#) [Partners](#)



EST. 1890

 800.660.6615

[Request Info](#)

[Apply Now](#)

[Visit Us](#)



# Sr. Director – Organizational Development

[Home](#) / [Associate Experience](#) / [Career Opportunities](#)

Post University seeks a **Sr. Director of Organizational Development** to join our team.

## WHY POST?

Post University has an immediate opening for an exceptional Sr. Director of Organizational Development. Post University is a legendary, dynamic, growth-oriented organization of passionate, diverse professionals united in pursuit of life-changing service to countless students. Our “Make It Personal” mission is the driving tenet that shapes all aspects of how we treat students and each other. The Post University’s success story is well positioned to be second to none. As our amazing story unfolds, the Sr. Director of OD will help ensure our journey achieves Post’s imagined future priorities by creating a transformative culture that is the gold standard for organizational development and an inclusive, highly engaging, and enviable work environment.

## ROLE OVERVIEW:

**Today’s new remote work-life realities present untapped opportunities to further the Post brand in attracting and retaining both associates and students. The Sr. Director of OD is an insightful visionary with the expertise to ensure Post is an authentic leader in creating an extraordinary environment in the “new normal” remote world.** The Sr. Director of OD will direct the execution of best practices strategies that reinforce Post’s superiority in all phases involving its employees (*hereafter referred to as “associates”*), students, alumni, and the community at large. The Sr. Director of OD’s efforts reflects smart application of collaborative involvement, transparency, data analysis, associate engagement, innovation, metrics, highest ethics, and boldness. In brief, the Sr. Director of OD routinely displays an energetic style that inspires high engagement, subject matter interest, desire to learn, and credibility by all audiences.

The Sr. Director of OD reports jointly to the Chiefs of Staff and the SVP Culture, Diversity, and Associate Experience.

## **CORE ACCOUNTABILITIES:**

### **OD/Culture Driver**

- Works collaboratively with the Executive Leadership Team to create an engaging, fun, distinct remote work-life environment that sets Post apart from other employers.
- Ensures the Post culture is amazing throughout all phases of associates' and students' Post experiences from beginning to end.
- Partners with Marketing to build a Post brand with the highest appeal to all its audiences.
- Partners with the Communications Department to develop and communicate effective stories, testimonials, messages, resources, etc., that help drive Post's organizational development progress to a consistent Tribal Stage 4/5.
- Utilizes communications expertise, tools, and visuals that creatively inspire, excite, and educate associates about Post's behaviors and values in a memorable, sustainable manner.

### **Strategist/Visionary**

- Performs all priorities to enhance Post's imagined future accomplishments, national brand, and community reputation.
- Achieves targeted outcomes through meaningful, open, cooperative, and collaborative dialogue/relations with associates, students, alumni, external business partners, outside agencies, local government, etc., through a roll-up-the-sleeves, personalized style.
- Conducts comprehensive, systematic assessment of Post's organizational development progress compared to targeted metrics applicable to associates or students.
- Develops non-traditional strategies to effectively drive the completion of organizational development and culture authenticity initiatives.
- Applies technology sophistication in creating a remote work-life culture that inspires the highest associate and student engagement.

- Develops a departmental budget that aligns with approved expectations and reflects fiscal competency.

### **Behaviors' Coach**

- Provides strategic management of Post's training, people development, and learning management systems.
- Conducts people manager coaching (individual or group) using progressive techniques that enhance the application of new learnings resulting in required behavior change.
- Conducts non-people manager, OD-related training (individual or group) using progressive techniques that enhance the application of new learnings resulting in required behavior change.
- Network with select professional organizations to stay current regarding the latest trends, insights, and best practices related to role accountabilities.
- Select and oversee the performance of external subject matter expert consultant(s) whose educational services help accelerate Post's OD transformation and related goals.

### **Community Liaison/Ambassador**

- In driving Post's related goals, the Sr. DOD determines and builds relationships with various external business associates, agencies, not-for-profit organizations, charitable causes, governmental entities, etc., who represent appropriate partners to help further Post's established strategic goals.
- Promotes community events in collaboration with the Events Department to solidify Post's leadership reputation.

### **Other**

- Prepares executive presentations and reports reflecting smart updates on related progress, opportunities, challenges, solutions, and recommendations.
- Collaborating with other functional leaders, designs and administers relevant surveys to compile important feedback from associates, faculty, students, and alumni.

- Assist in facilitating new hires and newly acquired associates' behavioral shifts to align with Post's expectations, values, and cultural norms.
- Pursues competitive national recognition venues (i.e., Top Workplace Awards) that enhance the Post brand.

### Minimum Qualifications

- Master's degree in Organizational Development, Organizational Psychology, or related business field of study preferred.
- Approximately ten to twelve years of organizational development experience in the corporate sector at the senior management level.
- Proven experience in OD and culture transformation design through implementing progressive, dynamic people strategies, policies, systems, practices, and procedures.
- A persuasive written and verbal communicator with exceptional presentation skills and public speaking competency.
- Able to present concepts in an easy-to-understand manner across diverse audiences.
- Proficient with computer technology (e.g., Word, Excel, Outlook, PowerPoint).

### Apply Now

***Post University requires, as a condition of employment, that all new hires and employees have or obtain the Covid-19 vaccination and booster, and provide proof of same unless an exemption or deferral is approved.***

As a member of our Post University team, the individual will share in a 130-year tradition of helping people achieve their personal and professional goals. Located in Waterbury, Connecticut, Post University has a vibrant campus and an excellent online program. The University offers a competitive salary and benefits package that includes medical, dental, 401(k) and tuition benefits.

Interested candidates should forward cover letter, resume, and three references to Post University Associate Experience.

Disclaimer: This opportunity may be withdrawn and/or amended.

POST UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER that employs in compliance with all applicable laws. We do not discriminate because of sex, sexual orientation, age, race, color, religious creed, marital status, national origin, ancestry, disability, handicap or other legally protected status. Equal access to programs, service and employment is available to all persons. Those applicants requiring reasonable accommodation to the application and job interview process should notify the Director of Associate Experience, Post University.

## Associate Experience Overview

---

### Career Opportunities

---

### Benefits

---

### Resume and Interview Tips

---

### Our Associates in Action

---



EST. 1890

Post Makes It Personal

800 Country  
Club Road  
P.O. Box 2540

**Waterbury, CT**  
**06723**

**Request Info**

**About**

**Accreditation**

**Admissions**

**Athletics**

**Career & Professional Development**

**Financial Aid**

**Academics**

**Bookstore / Apparel**

**University Catalog**

**College Credit for Work Experience**

**Consumer Information**

**Blog**

**Alumni**

**Current Students**

**Parents**

**Our Faculty**

**Military**

**Partners**

**You@Post**

**Make a Referral**

**Calendar**

**Directory**

**Newsroom**

**Community Relations**

**Employment**

**Map & Directions**

**Graduation**

© 2022 Post University. [Privacy Policy](#) | [Terms & Conditions](#) | [Site Map](#)

