



Organization Design and Effectiveness Specialist

Apply

 TX, Austin - Global Support

 Full time

 Posted 4 Days Ago

 Req-20221102771

Job Description

The Organization Design and Effectiveness Specialist will work directly with the VP of Talent to help Whole Foods Market deliver best-in-class talent strategies that optimize and accelerate organizational performance in fulfillment of our Mission and Purpose to Nourish People and the Planet!

This role will be responsible for planning and executing data analysis while also consulting with company leadership on a range of issues, including systems effectiveness and change, overall organization capability, leadership effectiveness, and strategic focus from a people and organization management standpoint.

Primary Responsibilities:

- Plans and executes assigned organizational design and effectiveness projects based on requests from senior level executives
- Utilize internal data from conducting surveys, key performance metrics and analytical methodologies to anticipate and articulate emerging business needs while also identifying the trends and tracking progress
- Develop and execute project plan for implementing organizational effectiveness intervention and leadership development programs
- Create effective strategic planning methods, and continually identify and evaluate business initiatives that meet individual team member needs and overall business goals
- Collaborate with other business groups to research, create content, templates, and strategic planning methods to compile a robust organizational effectiveness toolkit
- Works closely with TMS Business Partners and Learning & Development to ensure alignment within and across TMS functions.

Education and Experience:

- BA/BS degree and 4-6 years' Human Resource Business Partner experience
- Possess a strong working knowledge of and demonstrated experience in developing, adapting, and applying appropriate Organization Design and Effectiveness related models, practices, tools, and current trends
- A demonstrated ability to identify and define problems, collect, and analyze data, establish root cause, and identify and implement optimal solutions
- Ability to effectively prioritize, manage and execute simultaneous tasks, projects, and programs
- Proficient in MS Excel
- Advanced Skills in Data Visualization & Design Best Practices
- Excellent written/verbal communication and interpersonal skills
- An understanding of and ability to effectively apply change management models and methods
- Experience effectively consulting and partnering with leaders at all levels, including executives
- Ability to think strategically and systemically and achieve results collaborating across organizational boundaries

Preferred Qualifications:

- Organization design and effectiveness experience working in large organization
- Working knowledge of and experience with continuous process improvement methodologies and organizational change management

At Whole Foods Market, we provide a fair and equal employment opportunity for all Team Members and candidates regardless of race, color, religion, national origin, gender, pregnancy, sexual orientation, gender identity/expression, age, marital status, disability, or any other legally protected characteristic. Whole Foods Market hires and promotes individuals solely based on qualifications for the position to be filled and business needs.

About Us

Who are we? Well, we seek out the finest natural and organic foods available, maintain the strictest quality standards in the industry, and have an unshakeable commitment to sustainable agriculture. Add to that the excitement and fun we bring to shopping for groceries, and you start to get a sense of what we're all about. Oh yeah, we're a mission-driven company too.

Whole Foods Market attracts people who are passionate - about great food, about the communities they live in, about how we

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