



manager - hr organizational development and effectiveness.

General information

Career area

Human Resources

Work Location(s)

500 Woodward Avenue, Detroit, MI, 601 S. Tryon Street, Charlotte, NC

Remote?

No

Ref #

13887

Posted Date

Thursday, October 27, 2022

Working time

Full-time

Ally and Your Career

Ally Financial only succeeds when its people do - and that's more than some cliché people put on job postings. We live this stuff! We see our people as, well, people - with interests, families, friends, dreams, and causes that are all important to them. Our focus is on the health and safety of our teammates as well as work-life balance and diversity and inclusion. From generous benefits to a variety of employee resource groups, we strive to build paths that encourage employees to stretch themselves professionally. We want to help you grow, develop, and learn new things. You're constantly evolving, so shouldn't your opportunities be, too?

The Opportunity

This is Hybrid- In Office/ Partially Remote

As the Manager of HR Organizational Development & Effectiveness (OD&E) within the Talent Management team, you will serve as a lead internal HR consultant for teams across the company.

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management and communication skills, as well as experience working across a variety of people areas. Your contacts will primarily be with your immediate manager, other team members in your group, and employees and leaders across the enterprise. You may also interact with external partners (e.g., vendors, consultants) on specific projects or more complex tasks.

The Work Itself

- Project manage and consult on the design, deployment, and analysis of both company-wide engagement surveys and other active or passive listening channels (e.g., Glint, Microsoft, etc.)
- Develop and maintain toolkits and resources to support employee listening and action-taking
- Communicate and support clients with ad-hoc OD&E requests and consultation
- Support applicant and talent assessments using a variety of selection and development tools (e.g., 360 feedback) and validation efforts
- Tell the story with quantitative and qualitative talent data to help us make smarter people decisions and solve problems
- Drive the maturation of our OD&E function by providing thought leadership on various topics (e.g., team effectiveness, executive coaching, organizational design, etc.)
- Design progressive people, cultural, and organizational strategies and solutions that result in engaged employees, highly successful managers and leaders
- Manage a workload that will often entail multiple projects with competing priorities and tight deadlines
- Demonstrate judgment and discretion when dealing with highly sensitive data

The Skills You Bring

- BA/BS (or equivalent work experience) in a related, data-driven field (e.g., Psychology, Human Resources, Statistics, Business, or similar); MA/MS preferred
- 5+ years of consulting, HR, or corporate work experience focused on using data to uncover insights that drive action from within a center of excellence or client-facing role (e.g., HR business partner).
- Experience with survey design and technologies (e.g., Glint, Peakon, Qualtrics, etc.)
- Intermediate knowledge of selection and assessment methodologies and best practices

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- Experience engaging directly with enterprise-level clients and stakeholders
- High-level organizational and time management skills and attention to detail
- Strong oral and written communication skills.

How We'll Have Your Back

Ally's compensation program offers market-competitive base pay and pay-for-performance incentives (bonuses) based on achieving personal and company goals. But Ally's total compensation – or total rewards – extends beyond your paycheck and is designed to support and enrich your personal and professional life, including:

- **Time Away:** competitive holiday and flexible paid-time-off, including time off for volunteering and voting.
- **Planning for the Future:** plan for the near and long term with an industry-leading 401K retirement savings plan with matching and company contributions, student loan and 529 educational assistance programs, tuition reimbursement, and other financial well-being programs.
- **Supporting your Health & Well-being:** flexible health and insurance options including dental and vision, pre-tax Health Savings Account with employer contributions and a total well-being program that helps you and your family stay on track physically, socially, emotionally, and financially.
- **Building a Family:** adoption, surrogacy, and fertility support as well as parental and caregiver leave, back-up child and adult/elder day care program and childcare discounts.
- **Work-Life Integration:** other benefits including LifeMatters® Employee Assistance Program, subsidized and discounted Weight Watchers® program and other employee discount programs.

Who We Are:

Ally Financial is a customer-centric, leading digital financial services company with passionate customer service and innovative financial solutions. We are relentlessly focused on "Doing it Right" and being a trusted financial-services provider to our consumer, commercial, and corporate

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status, marital status, military or veteran status, genetic disposition or any other reason protected by law.

We are committed to working with and providing reasonable accommodation to applicants with physical or mental disabilities. For accommodation requests, email us at work@ally.com. Ally will not discriminate against any qualified individual who is capable of performing the essential functions of the job with or without reasonable accommodation.

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