

## Sr. OD Specialist

[Johns Hopkins University](#)

Baltimore, MD

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Type: Full-Time

Posted: 09/09/2022

Category: [Other Executive](#)

We are seeking a **SR. OD Specialist** who will work as a senior-level internal consultant to executive and senior leaders across the University to help improve productivity and effectiveness of units, divisions, and departments. The Senior Organization Development Consultant provides consultation in organization design, change management, organization effectiveness and performance issues and works in partnership with administration and client groups to orchestrate cultural development and organization change initiatives that address university goals and strategies. This position provides advice and support aimed at building organizational cohesion, health and flexibility and has a high degree of project autonomy and decision-making. In addition, the person in this role will be asked to oversee various program management activities designed to enhance overall long-term organization effectiveness primarily in the areas of employee engagement and career development.



### Specific Duties & Responsibilities

- Fully accountable for the provision of organization development services to client areas, groups and divisions.
- Carries out organization assessments, makes recommendations for change, helps design new structures and jobs, and works to redesign management processes to meet quality standards. Helps establish organization-wide processes that create organization health and employee satisfaction.
- Provides consulting services and expertise to senior management clients. Partners with internal clients to assess current organizational strategies, business processes, organization structure, and roles to design, and implement appropriate interventions.
- Collaborates effectively with colleagues in other Human Resources disciplines (e.g. Learning, Compensation, Employee/Labor Relations, etc.) in the delivery of OD services.
- Effectively use the consultative approach in recommending changes to support client's strategic direction and addressing identified organizational development needs.
- Focuses on improving group, area, departmental and divisional functioning. Facilitates group and departmental planning and interaction to improve group/ department productivity, decision making and performance.
- Acts as a business partner with individuals and teams in strategic planning, change management, team development, facilitate retreats/meetings, training sessions, and guide large scale change initiatives.
- Identifies and uses instruments and surveys as well as other data to analyze individual and group behavior and recommends strategies for making needed changes.
- Leads certain program management efforts designed to enhance the experiences of employees and teams. This includes collaborating with stakeholders on design, functional experts on the building of these programs, as well as the activities required to implement and monitor effectiveness.
- Influences and supports changes in organizational behavior. Serves as an internal consultant to facilitate team building; resolving work group conflict; changes in group in norms values and culture.
- Provides formal and informal coaching for staff and faculty at all levels of the organization to expand their leadership competencies and skills.
- May be asked to facilitate learning content in various leadership topics and Diversity, Equity and Inclusion content upon request.

### Minimum Qualifications

- Master's Degree in organization development or related field.
- Minimum of five years of experience in Organizational Development, HRD, or related fields.

### Preferred Qualifications

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- Expertise or experience in creating behavioral/technical competency models and related materials: learning guides for career ladder movement, behavior based interviewing guides and materials to educate managers on how to best to utilize competencies into performance and career discussions.
- Experience in implementing OD and or HR programs and initiatives.
- Experience in process consultation - successfully facilitating clients through complex and paradoxical psychological and social dynamics of working within a system, focusing on the "how" of the client's work to improve their effectiveness.

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Classified Title: Sr. OD Specialist

Role/Level/Range: ATP/04/PF

Starting Salary Range: \$83,100 - \$114,230 (Commensurate with experience)

Employee group: Full Time

Schedule: M-F; 8:30-5:00

Exempt Status: Exempt

Location: Hybrid/Eastern High Campus

Department name: Talent Management

Personnel area: University Administration

*Please refer to the job description above to see which forms of equivalency are permitted for this position. If permitted, equivalencies will follow these guidelines:*

30 undergraduate degree credits (semester hours) or 18 graduate degree credits may substitute for one year of experience. Additional related experience may substitute for required education on the same basis. For jobs where equivalency is permitted, up to two years of non-related college course work may be applied towards the total minimum education/experience required for the respective job.

The successful candidate(s) for this position will be subject to a pre-employment background check.

The Johns Hopkins University values diversity, equity and inclusion and advances these through our key strategic framework, the [JHU Roadmap on Diversity and Inclusion](#).

#### **Equal Opportunity Employer**

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

#### **EEO is the Law**

Learn more:

[https://www.eeoc.gov/sites/default/files/migrated\\_files/employers/poster\\_screen\\_reader\\_optimized.pdf](https://www.eeoc.gov/sites/default/files/migrated_files/employers/poster_screen_reader_optimized.pdf)

#### **Accommodation Information**

If you are interested in applying for employment with The Johns Hopkins University and require special assistance or accommodation during any part of the pre-employment process, please contact the Talent Acquisition Office at [jhurecruitment@jhu.edu](mailto:jhurecruitment@jhu.edu). For TTY users, call via Maryland Relay or dial 711. For more information about workplace accommodations or accessibility at Johns Hopkins University, please visit [accessibility.jhu.edu](https://accessibility.jhu.edu).

Johns Hopkins has mandated COVID-19 and influenza vaccines, as applicable. Exceptions to the COVID and flu vaccine requirements may be provided to individuals for religious beliefs or medical reasons. Requests for an exception must be submitted to the JHU vaccination registry. For additional information, applicants for SOM positions should visit <https://www.hopkinsmedicine.org/coronavirus/covid-19-vaccine/> and all other JHU applicants should visit <https://covidinfo.jhu.edu/health-safety/covid-vaccination-information/>.

**The following additional provisions may apply, depending on campus. Your recruiter will advise accordingly.**

The pre-employment physical for positions in clinical areas, laboratories, working with research subjects, or involving community contact requires documentation of immune status against Rubella (German measles), Rubeola (Measles), Mumps, Varicella (chickenpox), Hepatitis B and documentation of having received the Tdap (Tetanus, diphtheria, pertussis) vaccination. This may include documentation of having two (2) MMR vaccines; two (2) Varicella vaccines; or antibody status to these diseases from laboratory testing. Blood tests for immunities to these diseases are ordinarily included in the pre-employment physical exam except for those employees who provide results of blood tests or immunization documentation from their own health care providers. Any vaccinations required for these diseases will be given at no cost in our Occupational Health office.

Note: Job Postings are updated daily and remain online until filled.

#### **Facility**

Johns Hopkins at Eastern

#### **Personnel Area**

University Administration

Johns Hopkins University is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria. The university promotes affirmative action for minorities, women, disabled persons, and veterans.

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