

## Organizational Transformation Specialist

Nike

### Full Job Description

Become a Part of the NIKE, Inc. Team

NIKE, Inc. does more than outfit the world's best athletes. It is a place to explore potential, obliterate boundaries and push out the edges of what can be. The company looks for people who can grow, think, dream and create. Its culture thrives by embracing diversity and rewarding imagination. The brand seeks achievers, leaders and visionaries. At NIKE, Inc. it's about each person bringing skills and passion to a challenging and constantly evolving game.

NIKE, Inc.'s uncompromising focus on human potential extends to its workforce. Nike Human Resources teams help attract, retain, and reward the world's most innovative people by creating programs to help them thrive. They accelerate company growth as stewards of culture, organizational effectiveness, talent and change. The global Human Resources community includes experts in talent planning, talent acquisition, talent development, compensation and benefits, employee relations and more. Together, they develop a motivated, diverse and engaged global team.

Organizational Transformation is central to achieving our future strategic goals here at Nike – and as an Org Transformation Specialist in our Enterprise Transformation & Operations team, you will be an integral part of the work that stewards our organizational transformation efforts! Our function is responsible for building and strengthening our ability to adapt and transform our organizations to achieve new business strategies.

What you will work on

You'll be challenged with multi-disciplined work across process, tools and data to ensure we build data-driven practices for organizational planning, design and change. You will partner with multiple functions in HR (Org Effectiveness, People Analytics, Workforce Planning, Talent, HR Operations) and across the enterprise (Finance, Global Technology, Business Planning etc.) to develop plans and work with teams to enable organizational transformations. You will be an expert ensuring organizational plans are optimizing our data, systems and processes to advise and enable the development, evolution and transformation of our organization.

The ideal candidate excels in a multi-functional team environment and thrives in a fast-paced organization where there is a chance to create a positive impact. You're someone who has a deep passion for igniting business decisions and change through data, you thrive at the intersection of business and data and can articulate how we can best bring transformation to life through data, processes and technology. You're comfortable in working through process mapping, data triage and supporting complex projects.

Keys to success include a background in business consulting, large projects and data and analytics. This position requires a positive, enthusiastic great teammate who thrives in an entrepreneurial environment and you are excited by the challenge of solving sophisticated issues. You ask questions, are continually learning as well as finding opportunities to share knowledge with others. Your teams' success is your success, and you actively seek out opportunities to be a good partner across the organization.

#### Key Responsibilities:

- Participate in multi-functional teams to facilitate future state org design.
- Leverage data driven organizational change and bring that best practice expertise to teams.
- Perform timely and insightful org analysis to ensure integrity against the strategic goals, budgets, and forecasts.
- Ensure a seamless and efficient organizational and talent transformation process, manage data integrations and handoffs throughout projects, provide key operational support throughout projects.
- Incorporate analytics as a central principle to transformations –provide reporting and analysis to teams on an ongoing basis and supporting partners with data triage etc.

#### Competencies:

- Excellent business consultative skills.
- Strong data analysis capabilities with a focus on HR and talent data.
- Comfortable transitioning between business needs and technology details and ability to translate requirements from business to technical teams (and vice versa).
- Excellent verbal and written communication and collaboration skills.
- Experience, interest, and adaptability to working in a fast-paced, ambiguous environment

#### What you bring to Nike

- Bachelor's degree in Business, Finance, Economics, Statistics or combination of relevant education, experience, and training
- 3years of relevant professional experience with strong emphasis on HR and Talent.
- A solid understanding of HR systems including, SAP HCM, OrgVue and Taleo
- High business acumen, with an affinity for data exploration, analysis, and working with business intelligence tools and large amounts of data.
- Excellent communications skills (written and verbal) and strong interpersonal skills
- Ability to problem solve and manage multiple competing priorities

Nike requires all applicants for this position to be vaccinated for COVID-19 as a condition of hire, unless otherwise required by law. As an equal opportunity employer, Nike will make accommodations to individuals who cannot be vaccinated in accordance with applicable law.

NIKE, Inc. is a growth company that looks for team members to grow with it. Nike offers a generous total rewards package, casual work environment, a diverse and inclusive culture, and an electric atmosphere for professional development. No matter the location, or the role, every Nike employee shares one galvanizing mission: To bring inspiration and innovation to every athlete\* in the world.

NIKE, Inc. is committed to employing a diverse workforce. Qualified applicants will receive consideration without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, veteran status, or disability.

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