

Director, Organizational Development and Culture

Habitat for Humanity

Atlanta, GA

Full-time

Habitat for Humanity

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Job details

Job Type

Full-time

Full Job Description

Habitat for Humanity International (HFHI) is currently seeking an experienced professional to serve as a **Director of Organizational Development and Culture**. The Director of Organizational Development and Culture directs the design, planning, and implementation of OD programs, policies, and procedures. Oversees the development of programs to build a strong diverse, equitable and inclusive culture that fosters a sense of belonging and demonstrates our organizational values of humility, courage and accountability. Ensures that our key HR processes have Diversity, Equity, and Inclusion (DEI) principles built into them. Develops and aligns components of employee experience and value proposition. Leads key processes including cultural on-boarding, "Future of Work", employee engagement, performance management and development planning, talent management and succession planning. Leverages key performance metrics to enable accurate and valid measurement of workforce performance and employee experience. Identifies areas for improvement and proposes appropriate interventions. Proposes changes to organizational structure to leverage talent and provide development opportunities. Provides organizational consulting, coaching and facilitation. Provides definition and support for global matrix management and transformational initiatives worldwide (operating principles, decision rights, workflow, process improvement).

This position is based at our headquarters office in downtown Atlanta, GA and will involve up to 10% domestic and/or international travel.

Key Responsibilities:

- **Align Culture with Strategy and Embed It in Processes:** Consult with leaders across the organization to continuously refine the culture and values, and embed them in key processes (Performance Management, Development Planning, Talent Review, Succession Planning, Leadership Development, Talent Mobility, On-boarding). Collaborate with DEI and other colleagues to ensure DEI principles are embedded in our HR processes.
- **Align Culture and Leadership Behavior:** In collaboration with Director-OD & Culture, Learning and DEI colleagues, ensure that required culture and values are translated to leadership behavior. Ensure accountability for leadership behavior through performance management, employee engagement surveys, 360 feedback, or other instruments.
- **Define, Measure and Continuously Improve Employee Experience and Value Proposition:** Collaborate with leaders and colleagues globally to define and measure the employee experience using surveys, listening tools, etc. Design, recommend, and execute interventions to continuously improve employee experience and value proposition.

- **Advise and Facilitate Organizational Transformation:** Provide coaching, consulting and facilitation support to HFHI leaders and colleagues globally as we implement major organizational change. Use consulting and facilitation tools to support definition of organizational structure, job design, decision rights, processes, matrix management operating principles, and strategic org. planning.
- **Design and Lead Key Talent Management Processes:** In collaboration with HFHI leadership and Global People Team colleagues, design key talent management processes, transfer skills, measure outcomes and continuously improve performance management, development planning, succession planning, talent review, employee cultural on-boarding.

Requirements:

- Master’s degree (e.g.-I/O Psychology, MBA, HR Analytics).
- 10+ years of related experience.
- Management consulting experience in organizational development/culture/change.
- People management experience of global role(s).
- Diversity, equity and inclusion experience.
- Non-profit experience or affiliated organization experience preferred
- Change management expertise preferred
- Active support of HFHI’s core values and commitments:
- **Humility** – We are part of something bigger than ourselves.
- **Courage** – We do what’s right, even when it is difficult or unpopular.
- **Accountability** – We take personal responsibility for Habitat’s mission.

-Safeguarding - HFHI requires that all employees take seriously their ethical responsibilities to safeguarding our intended beneficiaries, their communities, and all those with whom we work. Managers at all levels have responsibilities to support and develop systems that create and maintain an environment that prevents harassment, sexual exploitation and abuse, safeguards the rights of beneficiaries and community members (especially children), and promotes the implementation of Habitat for Humanity’s code of conduct.

#LI-CD1

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