

Director of Organizational Development & Performance

Party City

Rockaway, NJ

\$100,000 - \$160,000 a year - Full-time

Party City



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Job details

Salary

\$100,000 - \$160,000 a year

Job Type

Full-time

Number of hires for this role

1

Qualifications

- Bachelor's (Preferred)

Full Job Description

Company Overview:

Party City Holdings, Inc. is the largest party goods supplier and party retail chain in the world. We are also the country's premier retailer of Halloween costumes, accessories, and decorations. Party City Holdings is made up of two divisions, Party City Retail Group (PCRG) and AMSCAN Wholesale. At Party City Holdings, we like to have fun! We are helpful, passionate, and creative. We inspire our customers with exciting concepts, themes and ideas and provide everything they need to bring them to life. We make it easy to create unforgettable moments.

Job Overview

The Director, OD, Performance and Change will design best in class programs, practices and solutions to support the organization in meeting their strategic priorities, driving transformation and realizing the organization's purpose and promise. They provide specialized expertise, on-going support, design 'real time' customized solutions, and consulting services in their area of expertise. They collaborate with business leaders and the talent management agile team to identify needs and gaps in associate performance, leadership and talent development. The goal is to improve overall leadership and organizational capability and drive a high-performance culture that enables our enterprise transformation.

Responsibilities and Duties

Organizational Development[VR1] & Performance:

- Builds organizational capability, drives accountability and increases associate engagement by providing tools & resources in support of PCHI's recently evolved and more a modern performance management program, Powering Achievement designed to enable that enables a high-performance culture.
- Designs and executes the evaluation strategy & tools in support of Powering Achievement to ensure process is effective and associates/leaders are engaged.
- This team will enable individuals and teams to realize the Great Party Plan (purpose, promise & priorities and better respond to market changes, drive innovation and embrace new services & technological advances.

Enterprise Change:

- Beginning with the organizational change activation campaign (Change Champions), this agile team[VR2] will lead the organizational shift to connect the Great Party Plan to what every associate does each day to make it EASY to create JOY for the customer. Acts as primary designer and implementation lead for tools & communications for Change Champions.
- Designs & executes evaluation strategy for Change Champion campaign.
- The team will focus on establishing [VR3] consistent enterprise change methodologies, practices, tools, and networks to build both organizational and leader change capability.
- Acts as primary designer of tools & resources.
- Partners closely with senior leaders & HRBPs to build awareness and adoption.
- Designs & executes evaluation strategy to confirm desired impact.

Skills Required:

- Ability to work independently and collaboratively; self-motivated and disciplined to meet deadlines in the context of competing priorities and projects; lead and work effectively with cross-functional teams
- Comfort operating in a fast-paced environment with the ability to successfully multitask and meet deadlines and customer demands
- Process oriented & well organized; ability to lead many projects simultaneously, connect the dots and prioritize accordingly, adhering to timelines & quality standards
- Strong facilitation and communication skills

Leadership Influence:

- Executive presence, listening and influence ability with senior leadership; demonstrates a professional maturity in order to influence with an open and transparent customer service approach
- Need for assembling agile teams, working through roadblocks and communicating with senior leaders of the company about enterprise change initiatives.

Business Acumen:

- A strong business mindset, demonstrating confidentiality while fostering an inclusive environment that embraces transparency
- A Willingness to Learn; Intellectually curious. Self-aware. Open and receptive to feedback.

- Experience building and optimizing a variety of programs; knowledge of current technologies, assessment, and survey platforms

Problem Solving:

- Strategic Agility; understands key relationships relevant to achieving short- and long-range objectives. Uses data and business acumen to make good decisions. Analytical.

Interpersonal Skills:

- High level of flexibility, resilience, adaptability, enthusiasm and passion
- Results Focused; Puts customer first when making decisions or forming a plan
- Champions Change not satisfied with the status quo. Offers compelling ideas to advance the business.

Job Type: Full-time

Pay: \$100,000.00 - \$160,000.00 per year

Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Employee discount
- Flexible schedule
- Health insurance
- Paid time off
- Relocation assistance
- Vision insurance

Schedule:

- 8 hour shift

Supplemental Pay:

- Bonus pay
- Signing bonus

Education:

- Bachelor's (Preferred)

Work Location:

- One location

30+ days ago

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