

HR Senior Consultant, Organizational Development

Position Summary

The HR Sr. Consultant, Organizational Development (OD) position is a vital role designed to provide best in class organizational development services to support the University of Virginia's Academic / Administration Divisions or the Health System. This Sr. Consultant-level position is accountable for the planning and execution of organizational development activities for the University. This Sr. Consultant-level position will conduct organizational needs assessment to identify improvement opportunities at the systematic level, and serve as a consultative liaison between front-line operations and the Talent Management function. Successful execution of this position will include effective delivery of programs, policies and efforts aligned to the broader vision and objectives of the University of Virginia. The incumbent will report to the HR Manager, L&D/Organizational Development and will not have direct reports.

Responsibilities and Duties

- Support learning and development programs at the local level where they will be directly embedded in order to specifically address different job families and populations
- Partner with the appropriate areas within the Talent Community of Expertise (e.g. Recruitment, L&D) in a consultative fashion to advise, and in some cases execute on, large scale systematic events
- Develop and manage a process for school, unit, or organization intake for customized engagements to determine the appropriate learning solution
- Manage the design and ongoing maintenance tracking of a coaching program, to include external coaching vendors; develop and facilitate leadership coaching (internal and external) programs
- Ensure that University-wide competency model provides value to all functional areas
- Execute the OD strategy by identifying programs and how they will be delivered (internally or externally)
- Collaborate with HRBP and R&R to develop post-engagement survey strategies
- Primary focus will be on either the Academic / Administration Divisions or the Health System programs and initiatives, but with the flexibility to assist the other OD team as needed

Functional Area Outcomes

- Improve employee engagement
- Increase retention of high potential employees
- Enhance operational outcomes and behaviors through developmental offerings
- Simplify access and reporting for learning activities

Knowledge, Skills, and Abilities

- Display proficiency in all of the duties at HR Consultant OD level and perform any of these duties as needed; stay abreast of advances in learning technologies, tools, and delivery programs
- Display expert knowledge of HR functions and practices, with a specific focus on Organizational Development; synthesize information, provide advice, and address needs independently; demonstrate advanced knowledge of institution history and practices within this subject matter area

- Demonstrate an advanced knowledge of federal, state, local and University policies and regulations; conduct activities and make decisions according to ethical standards; analyze and present information and maintain accurate and detailed records
- Navigate University databases and systems and collaborate with technology professionals
- Demonstrate excellent oral and written communication in daily interactions and clearly articulate complex, specific information in the area of Organizational Development; advise other professionals on policy and procedures
- Work independently and as part of a team; display a track-record of successfully working with senior leaders to accomplish goals; display ability to lead, train, and functionally supervise and to mentor junior professionals
- Exemplify the University's educational mission, strategic aims, and programs

Required and Preferred Qualifications

Required Experience: 4 years of relevant experience

Preferred Experience: Experience working in a Health System and/or higher education

Required Education: Bachelor's degree

Preferred Education: Master's degree

Preferred Certifications: PHR, SHRM-CP, SHRM-SCP, SPHR, or an equivalent professional qualification