

## **Job Title: Organizational Development (OD) Specialist**

### **Job Description:**

We are seeking a highly skilled and strategic Organizational Development (OD) Specialist to join our organization. The OD Specialist plays a critical role in driving organizational effectiveness, culture, and change initiatives. You will collaborate with leaders, managers, and HR professionals to identify organizational needs, develop interventions, and implement solutions that enhance employee engagement, performance, and overall organizational success.

### **Responsibilities:**

- Conduct organizational assessments and diagnostics to identify areas for improvement and formulate strategies for organizational development.
- Collaborate with leadership and HR teams to develop and implement organizational development initiatives, including change management, talent management, leadership development, and employee engagement programs.
- Design and facilitate workshops, training sessions, and team-building activities to support organizational development and enhance team performance.
- Develop and implement change management strategies and plans to support major organizational changes, such as mergers, acquisitions, restructurings, or process improvements.
- Provide expertise and guidance on organizational design and structure, ensuring alignment with strategic objectives and promoting effective communication and collaboration.
- Evaluate the effectiveness of OD interventions, collect and analyze data, and provide recommendations for continuous improvement.
- Support the development and implementation of performance management processes, including goal setting, performance evaluations, and feedback mechanisms.
- Partner with HR and leadership to identify and develop high-potential employees, succession planning initiatives, and talent development programs.
- Foster a culture of diversity, equity, and inclusion by implementing initiatives that promote a respectful and inclusive work environment.
- Stay current on industry trends, best practices, and emerging research in organizational development and change management, and apply relevant insights to enhance organizational effectiveness.

### **Qualifications:**

- Bachelor's or Master's degree in Organizational Development, Industrial-Organizational Psychology, Human Resources, or a related field.
- Proven experience as an OD Specialist, Organizational Development Consultant, or in a similar role.
- Strong knowledge of organizational development theories, principles, and best practices.
- Demonstrated expertise in change management methodologies and techniques.



- Experience in designing and implementing talent management and leadership development programs.
- Excellent facilitation and presentation skills, with the ability to engage and inspire diverse audiences.
- Strong analytical and problem-solving skills, with the ability to collect and interpret data to drive decision-making.
- Exceptional interpersonal and communication skills, with the ability to build relationships and collaborate effectively with stakeholders at all levels.
- Ability to navigate ambiguity, adapt to changing priorities, and manage multiple projects simultaneously.
- Proficiency in using assessment tools, survey platforms, and data analysis software.
- Professional certifications in organizational development, change management, or related areas are desirable.

If you are a strategic thinker with a passion for driving organizational effectiveness and facilitating positive change, we invite you to submit your application. Join our team and contribute to the growth, development, and success of our organization through impactful organizational development initiatives.