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| **UNT Health Science Center – Organizational Development Consultant** |
| **UNT System Overview** | Welcome to the University of North Texas System. UNT System includes the [University of North Texas in Denton](https://www.unt.edu/), the [University of North Texas at Dallas](https://www.untdallas.edu/) and the [University of North Texas Health Science Center](https://www.unthsc.edu/) in Fort Worth. We are the only university system based exclusively in the robust Dallas-Fort Worth region and we are committed to transforming lives and creating economic opportunity through education. We are growing with the DFW region, enrolling a record 47,000+ students across our system and awarding nearly 12,000 degrees each year. |
| **Posting Title** | Organizational Development Consultant |
| **Position Number** | 00012935 |
| **Department** | UNT HSC Human Resources |
| **Job Location** | Fort Worth |
| **Full Time/Part Time** | Full-Time |
| **Salary Information** | $70,000 - $76,500 |
| **Department Summary** | HSC Fort Worth is One University made up of six graduate schools, united by a passion for innovation and teamwork and a shared mission to create solutions for a healthier community. Established in 1970, HSC has a strong campus culture, derived from the core values of Serve Others First, Integrity, Respect, Collaboration and Be Visionary. HSC is in the heart of the Fort Worth’s Cultural District and in close proximity to the historic Stockyards and downtown. |
| **Position Overview** | This is a professional training role responsible for the delivery and implementation of learning and development solutions that enhance the performance of staff and faculty within the Health Science Center and collaborate with Organizational Development and Engagement experts across the UNT System. The incumbent is responsible for the end-to-end design, development, and implementation of programs to develop our leadership pipeline across the System. This will be accomplished through a blended learning approach and requires knowledge and skill in a variety of training methods with a focus on leadership development. |

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| Additional Posting Details |
| **Minimum Qualifications** | Bachelor’s Degree in Instructional / Educational Technology, Education, Organizational Development, Business or related field and five years of successful experience in development, coordination, and facilitation of training programs at least 2 years with leadership development; or any equivalent combination of experience, education, and training |
| **Knowledge, Skills and Abilities** | • Proven experience developing and delivering classes in leadership and professional development.• Proven learning consulting experience with mid-to-senior level managers; and experience completing needs analysis.• Strong consulting, analytical, decision making and problem-solving skills. Ability to effectively manage conflict.• Working knowledge of e-Learning technology ability to adapt learning needs to technological solutions.• Demonstrated instructional design and development skills including mastery of adult learning principles.• Ability to create training materials and presentations using PowerPoint and other content authoring tools.• Effective collaboration skills with internal customers and business partners. Ability to build and maintain credibility with internal and external contacts.• Exceptional oral and written communication, presentation, facilitation and influencing skills to deal with internal and external contacts.• Strong organizational skills; demonstrated ability to manage multiple tasks simultaneously and able to react to shifting priorities to meet business needs.• Keen attention to detail; produces highly accurate work.• Ability to work independently and take initiative where appropriate.• Ability to demonstrate good judgment.• Ability to maintain confidentiality.• Ability to travel as required. |
| **Preferred Qualifications** | \* Master degree in business, organization development, training and development, HR, industrial/organizational psychology, or related field\* Certified Professional in Learning & Performance (ATD)\* Experience in Higher Education\* Clifton Strengths Certification\* Experience with Gallup Engagement Survey |
| **Required License / Registration / Certification** |  |
| **Work Schedule** | Monday – Friday; 8am-5pm; overtime as needed |
| **Driving University Vehicle** | No |
| **Security Sensitive** | This is a security sensitive position. |
| **EEO Statement** | The University of North Texas System and its component institutions are committed to equal opportunity and comply with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of North Texas System and its component institutions do not discriminate on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, national origin, age, disability, genetic information, or veteran status in its application and admission processes, educational programs and activities, and employment practices. |
| **Classification Title** | Organizational Development Consultant |
| **Physical Requirements** | Sitting, Walking, Talk or Hear |

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| Job Duties |
| **Description of Job Duty** | Drive the employee engagement program to promote and encourage high performance throughout the organization as well as manage the employee engagement survey process, including marketing, preparation of survey tool, analyzing and interpreting data and distributing survey outcomes. |

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| **Description of Job Duty** | Design employee engagement strategies and initiatives that align with and support strategic priorities. |

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| **Description of Job Duty** | Facilitate employee engagement training and development sessions. |

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| **Description of Job Duty** | Serve as a liaison between the ODE department, other internal departments and the engagement vendor. |

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| **Description of Job Duty** | Coordinate engagement survey rollout details and marketing strategies. |

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| **Description of Job Duty** | Develop, communicate, facilitate, and drive efforts related to building action plans that fosters engagement and promotes the employee experience. |

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| **Description of Job Duty** | Evaluate organizational culture and provide recommendations on changes to accomplish organizational goals and objectives. |

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| **Description of Job Duty** | Promote a strong leadership and coaching culture by assisting department leaders and managers to provide employees with development opportunities and ensure that they are able to meet current and future performance standards. |

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| **Description of Job Duty** | Lead change processes to create a culture of productivity and engagement. |

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| **Description of Job Duty** | Create and deliver effective human resources programs, learning and development opportunities, initiatives, and offerings to a wide range of audiences. |

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| **Description of Job Duty** | Seek efficiencies and recommend improvements in processes and systems. |

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| **Description of Job Duty** | Proactively partner with managers and departments collaborating on operational and other strategic initiatives influenced by employee engagement and provide advice, counsel, and coaching on best approaches, practices and generate options for achieving desired results. |

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| **Description of Job Duty** | Tracks key metrics of progression toward projects and make adjustments to strategy and to programs to achieve desired goals. |

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| **Description of Job Duty** | Analyze engagement trends and metrics in partnership with HR team to help leaders make informed decisions to support the organization and individual business units. |

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| **Description of Job Duty** | Serves the needs of the department through other projects as assigned. |

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| Posting Detail Information |
| **Point of Contact** | Brendan Kelly Email: Brendan.Kelly@untsystem.edu |
| **Application Link** | https://jobs.untsystem.edu/postings/56922 |
| **Required Documents** | 1. Resume
2. Cover Letter
3. Three References - List of names with phone and email contact information
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