



Organizational Development Consultant - Leadership (ODL 41257)

Organizational Development and Learning

Human Resources

Location: London

Employment Group: Admin

Type of Position: Full-time

Salary Range: \$83,443 to \$104,303

Closing Date: January 31, 2024

Working at Fanshawe College

Fanshawe College is committed to the principles of hybrid work and may offer this option to employees whose work can be performed in an alternate location, without adverse impact to the operations of the College, inclusive of our Student and Staff experience. Confirmation of hybrid work options available to you will be clarified upon hire and may be subject to change based on the duties required of your position. Successful candidates will be required to perform work within Ontario and must be available to work on campus, as required.

Note: This is a full-time Administrative position (37.5 hours per week).

Duties: Reporting to the Senior Manager, Organizational Development and Learning in the Human Resources department, the Organizational Development Consultant – Leadership, is a strategic business partner to academic and administrative areas providing employee and organizational development facilitation and support for a broad range of organizational needs. Focused on Team and Leadership Development, the OD Consultant – Leadership, assesses/diagnoses employee learning needs and designs, develops, implements, and evaluates targeted development programs. The OD Consultant – Leadership also plays a key role in achieving the College’s strategic goals and outcomes.

QUALIFICATIONS

- Post-secondary 4-year degree in Business, Leadership, Organizational Development or related field
- Master’s degree preferred
- Certification preferred in Adult Education, Facilitation Skills, Values-Based Leadership, or Crucial Conversations
- Minimum 7 years’ experience in a unionized environment preferred
- An equivalent combination of education and/or experience may be considered; preference will be given to applicants meeting the education requirements
- Well developed knowledge and understanding of organizational development and trends in educations/student organizational design
- Direct experience building and maintaining effective consulting relationships with senior leaders
- Proven ability to lead complex organization wide projects and initiatives with multiple stakeholders
- Thorough familiarity with a variety of computer software products
- Expert knowledge of and experience in application of adult teaching/learning
- Experience in design and delivery of management training and development
- Experience in teaching in post-secondary education and faculty development

- Knowledge of diverse business sectors represented by the programs offered at the College
- Knowledge of trends and issues in the academic sector
- Advanced skills in training, process facilitation, facilitation of large-scale change and transition process and support to change agents
- Advanced skills in leading conflict resolution, project management, process improvement, and problem-solving
- Proven experience in diagnosis of organization systems and ability to design and execute appropriate OD and interventions
- Client service, consulting, coaching and influencing skills
- Superior problem-solving, analytical, presentation and communication skills
- Utmost discretion, tact, and diplomacy and confidentiality due to exposure to HRIS data, labour relations information, and confidential HR information

While transcripts are not required for the interview, they are mandatory prior to any offer of employment.

How to Apply:

For more information and how to apply, please visit the Fanshawe College website at: <https://jobs.fanshawec.ca/>

We thank all applicants for their interest; however, only those chosen for an interview will be acknowledged.

Fanshawe College is an equal opportunity employer. We are committed to equity, value diversity, and welcome applicants from diverse backgrounds.

Fanshawe College provides accommodations to job applicants with disabilities throughout the hiring process. If a job applicant requires an accommodation during the application process or through the selection process, the hiring manager and the Recruitment Coordinator leading the recruitment will work with the applicant to meet the job applicant's accommodation needs.