



Organizational Development Consultant, Organizational Development - 1 position

Posting #: 52497

Organizational Development

Posting Date: April 09, 2024

Parkwood Institute Mental Health Care - London, ON

Submission Deadline: April 22, 2024

Full Time

Jennifer Pasichnyk, Human Resources

Non-Union

\*\*\*REPOSTED\*\*\*

The Organizational Development Consultant is responsible for consulting with leaders regarding education/Organizational Development (OD) intervention planning and assessment and OD related change management/process improvement at the individual leader, team, or program level. This role will organize and facilitate OD curricula and training and development programs and will assist in the development of new curricula. Additionally, this role is responsible evaluating the success of training programs and interventions.

#### Essential Qualifications

- Bachelor's Degree - Human Resources, Organizational Management, or Business
- 3 years experience in corporate training, talent development or organizational development
- Previous teaching experience using adult principles of learning
- Experience with e-Learning Management System preferred
- Strong knowledge of adult education principles and learning styles, needs assessment, design and evaluation process
- Certified, or becomes certified as applicable, in the administration and use of assessment tools and psychometric tests
- Exceptional written and verbal communication skills
- Ability to present to all levels of employees
- Facilitation and project management skills in the development and delivery of courses and programs that are organization wide
- Advanced skills using MS Office Products Word, PowerPoint
- Experience with a variety of editing applications an asset
- Expert assessment and critical thinking skills
- Knowledge of key roles within a healthcare setting and how they function
- Evidence of ability to support a collaborative and empowering learning environment
- Demonstrated skills for one on one and group interaction
- Proven initiative and leadership abilities and self-directedness
- Proven ability to navigate ambiguity and respond positively to change
- Evidence of continuous learning and the use of research in practice
- Knowledge of a Safety Culture in a Health Care Setting in compliance with the Occupational Health & Safety Act (OHSA)

#### Preferred Qualifications

- Experience with e-Learning Management System preferred
- Proficiency in French would be an asset

#### Teaching and Research

- St. Joseph's Health Care London through its affiliation with Western University and Fanshawe College is a leading

research and teaching hospital. As an employee of St. Joseph's you will be expected to engage in role related teaching and research activities in addition to any of your clinical duties

#### Immunization Requirements

- Provide documentation you have received two doses of the Covid-19 vaccine (primary series, boosters and/or XBB) OR one dose of XBB vaccine at least 14 days prior to the start date.
- Provide vaccination records or proof of immunity against measles, mumps, rubella and varicella (chicken pox)
- Provide documentation of the Tuberculosis skin testing

*Your interest in this opportunity is appreciated.*

*Human Resources and Leaders use your profile information to evaluate your application for the vacancies you apply to.  
Only those under consideration will be contacted.*