

Lead Organizational Development Specialist – Lincoln, Nebraska – Full Time

Do you want to build out the organizational development structure for an innovative and growing company? Are you skilled in projecting future talent needs and developing a strategy for optimal business impact?

ReSource Pro is looking for a driven **Lead Organizational Development Specialist** to create and implement plans and processes for our organizational design and development. This individual will partner with department heads across the US to build out the most impactful career, development, and succession plans to align with our future business needs and growth. Our Lead Organizational Development Specialist is a valuable member of our Human Resources team who will support and execute HR projects in collaboration with team members. We need a future-oriented individual that can use their strengths in organizational development to contribute to our culture of collaboration and innovation.

Preference will be given to candidates that can work at our Lincoln, NE office, but this position can be remote and located anywhere within the US.

Responsibilities:

- Lead the development and execution of Organizational Design and Development for US operations
- Work with HR Teams and department heads to enhance and grow US career and development planning
- Collaborate with and coach department heads through organizational and succession planning
- Build 2-3 year organizational development plans with department heads
- Tie organizational development planning processes to projected revenue growth
- Support creation of ongoing applicable initiatives and solutions to support development needs
- Utilizes research, best practices, and SME knowledge to recommend structures and establish processes to support strategic growth and development
- Support Organizational Design planning and integration within the Mergers and Acquisitions framework
- Lead Human Resource projects and initiatives that may span across the HR function and involve project team members from Compensation, Benefits, and Talent Acquisition.

Qualifications:

- 7-10 years of experience with Organizational Design/Development required
- Bachelor's Degree in Psychology, Human Resources, Business, or a related field
- 2-3 years broad HR or HR Generalist experience preferred

- ODCP or organizational development-related certificate or designation preferred
- Experience working with Mergers and Acquisitions preferred
- Strong business acumen and ability to make strategic decisions
- SME in organizational design, succession planning, and career path planning
- Skills in project management and change management

Benefits & Perks:

- 100% paid employee healthcare on Day 1
- Eligible for all medical, dental, and vision benefits on Day 1
- 401k with employer match, vested on Day 1
- Generous PTO plan with paid holidays + floating holidays
- Opportunity to contribute to the future of a growing, global organization
- Friendly and fun work environment that promotes collaboration

About ReSource Pro:

ReSource Pro brings to the insurance industry tools, technology and strategic services that enable profitable growth through operations excellence. Headquartered in New York, ReSource Pro's global service centers address client operational needs around the clock. Recognized as an industry thought leader and listed as one of Inc. 500/5000 Fastest Growing Private Companies annually since 2009, the company is renowned for its focus on innovation, service excellence and trusted partnerships, and its unique productivity platform for insurance operations and sales. Over 4,500 ReSource Pro employees provide dedicated support to hundreds of insurance organizations, consistently achieving a 97% client retention rate for over a decade.

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