



**NEBRASKA STATE GOVERNMENT
invites applications for the position of:**

Organizational Development Partner

SALARY:	\$20.86 Hourly
OPENING DATE:	06/16/21
CLOSING DATE:	06/30/21 11:59 PM
JOB TYPE:	PERM FULL TIME
LOCATION:	Lincoln
DEPARTMENT:	Department of Transportation
DESCRIPTION:	

Are you an Organizational Development professional who thrives on driving organizational success, embraces collaboration, and develops transformative solutions? Are you a credible activist, someone that contributes to the success of an organization by not only understanding the business, but by also developing strategy and planning for change as the organization evolves? If so, we are looking for you to join our team!

At NDOT (Nebraska Department of Transportation), we provide the best possible transportation system for the movement of people and goods that promotes safety, mobility, and economic growth, which enhances the quality of life for all Nebraskans.

Our culture is vibrant, and teammates feel valued as individuals and as part of our team. We hire good people who share our sense of pride and are excited to make a difference in the lives of fellow Nebraskans.

EXAMPLES OF WORK:

Other responsibilities include, but are not limited to:

- Collaborate with executives and strategic business partners to identify organizational development priorities and determine resource requirements to implement initiatives to address these priorities.
- Develop and deploy strategies for the management of planned change and systemically track and report progress toward institutionalizing change.
- Diagnose and analyze current organizational systems, structures, culture, competencies, and related organizational practices to identify gaps between actual and desired states and recommend solutions for change.
- Facilitate feedback and action planning sessions to drive organizational improvements.
- Lead change management projects across the agency. Implement cross-practice people strategies and provide expertise for critical management programs.
- Conduct research to determine industry benchmarks and best practices. Identify potential areas for improvement.
- Design, develop and implement strategies and interventions in conjunction with ongoing human resources policies and procedures to include the following: Executive education and future

leadership development; Organizational design and change management initiatives; Competency models; 360 degree multi-rater feedback and associate surveys; Performance management; Talent assessment; Agency initiatives; Management succession plans; Leadership metrics; Team Development.

- Administer several behavioral-based assessments across the agency. Provide coaching and feedback to senior leaders and teammates across the organization.

QUALIFICATIONS / REQUIREMENTS:

REQUIREMENTS: Five or more years of experience planning, developing, conducting and evaluating training/employee development/educational program/courses and experience leading or coordinating a staff development program. Bachelor's degree in education, human resources, organizational communication, training and development, or a related field can be substituted for experience on a year for year basis.

PREFERRED: Experience facilitating business meetings and helping problem-solve. Experience managing and achieving successful outcomes in an environment of ambiguity and competing priorities. Experience connecting and integrating strategy across multiple spaces. Proficient in project management skills with the proven ability to manage multiple projects and deadlines. Strong communicator with excellent verbal, written and presentation skills. Excellent interpersonal skills and partnership focus. Proven ability to build relationships, trust, and rapport, as well as impact, influence and collaborate at all levels of the organization. Proven ability to operate independently and handle multiple, complex projects with a high degree of initiative. Ability to build a strong network within the agency and leverage resources and relationships to get things done.

OTHER: Valid driver's license or the ability to provide independent authorized transportation. Limited travel; with occasional overnight stays. Regular and reliable attendance is also required. Regular and reliable attendance.

KNOWLEDGE, SKILLS AND ABILITIES:

Proven ability to communicate effectively with all levels of an organization. Ability to effectively manage and achieve successful outcomes in an environment of ambiguity and competing priorities with minimal direction. Excellent interpersonal skills and partnership focus. Proven ability to build relationships, trust, and rapport, as well as impact, influence and collaborate at all levels of the organization including senior executive relationships. Ability to operate independently and handle multiple, complex projects with a high degree of initiative required. Ability to work in a cross-functional environment in a highly collaborative manner. Ability to manage multiple assignments, with proven ability to assess competing priorities in a high energy, fast paced environment. Strong communicator with excellent verbal, written and presentation skills. Flexibility, resiliency and nimbleness; comfortable working in "grey areas". Emotional maturity, professional mindset, and the utmost discretion. Connects and integrates strategies across multiple spaces easily. Ability to build a strong network within the agency and leverage resources and relationships to get things done. NDOT encourages applicants of all ages and experience.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://statejobs.nebraska.gov>

Position #02704168
ORGANIZATIONAL DEVELOPMENT PARTNER
KS

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Equal Opportunity Employer
