

Who We Are

VGH & UBC Hospital Foundation is Vancouver Coastal Health's primary philanthropic partner, raising funds for specialized adult health services and research for all British Columbians. We partner with donors to drive innovation and sustainable health care at VGH & UBC Hospital, GF Strong Rehab Centre, Vancouver Coastal Health Research Institute and Vancouver Community Health Services. Further information about the Foundation is available at www.vghfoundation.ca.

The People and Organizational Effectiveness division leads the development and implementation of the Foundation's people strategy, partnering with business leaders to ensure the Foundation hires, retains and develops a diverse and engaged staff. The Division is currently led by the VP, People & Organizational Effectiveness and supported by a team of four (a Human Resources Manager, a Learning and Development Manager, an Internal Communications and Change Specialist, and the People and Organizational Effectiveness Coordinator

About The Role

The Organizational Development Manager is responsible for designing, implementing, and overseeing strategies and initiatives that enhance the overall performance and effectiveness of the organization. This role requires a strong understanding of human behavior, organizational dynamics, and change management principles. The Organizational Development Manager collaborates with various departments and stakeholders to identify areas for improvement and develop interventions that support organizational growth and development. They oversee the development of training programs, facilitation of change management initiatives, and review current development programs to ensure they align with the Foundation's strategies.

Key Responsibilities

- Under the guidance of the VP, People & Organizational Effectiveness and in collaboration with the HR Manager and other managers, develop a fulsome implementation plan to ensure the Learning & Development program is fully functional and up to date.
- Develop, deliver, and maintain current, cohesive, and centralized onboarding, and learning & development materials to support the timely implementation, and later the sustainment and currency, of the Foundation's comprehensive Learning & Development program.
- Design and facilitate workshops and training programs that promote employee development and collaboration
- Analyze and evaluate training and development programs to measure their impact and effectiveness
- Develops an internal communications framework and plan for the Foundation ensuring that organizational initiatives and projects are successfully communicated to employees
- Under leadership direction, works collaboratively with multiple teams across the organization to proactively identify internal communications issues, and make and gain approval for recommendations before moving forward with implementation
- Partners with key stakeholders to establish appropriate internal change communications strategies, and leads on employee communication initiatives from concept through to execution
- Lead and support the execution of change management strategies and plans to facilitate successful adoption of new initiatives, technologies, or organizational changes.
- Stay up to date with industry trends and best practices in organizational development and implement relevant strategies and interventions
- Promote a culture of continuous improvement within the organization and help it adapt to changes in the market and industry

What You Offer

- Deep, expert understanding and working knowledge of the principles and practices of adult learning, talent management and employee development, including approaches to designing and implementing learning and development initiatives, and how individual learning styles/needs can be accommodated.
- Maintains a high-level mastery of communications and how change management concepts, theory, and principles relate to it
- Maintains up to date knowledge of tools and applications as they relate to communications, and is able to leverage those to improve the effectiveness of internal communications
- Practical experience with MS Office, Learning Management Systems (LMS), content management systems such as Dropbox, and related content creation tools, such as Adobe Captivate
- Project management skills, including estimating effort and time, identifying deliverables and milestones, and creating and managing schedules.
- Demonstrated success turning business learning requirements into training/education programs with proven results and organizational impact.
- Strong interpersonal skills and collaborative working style, ability to exercise tact, discretion, and good judgment in dealing with various stakeholders and confidential and sensitive matters.
- Strong verbal and written communication.
- Proven experience in designing and facilitating learning and development programs
- Proactive in seeking new or improved administrative procedures; planning and implementing changes and managing projects.
- Change management certification, considered an asset

What We Offer

This is a full-time permanent position. The successful candidate can expect a starting salary between **\$85,078.99** and **\$96,680.67**, depending on factors such as skills, experience, and internal equity. Once hired, salary is reviewed annually and successful employees have the opportunity for their salary to increase over time up to the maximum of the pay band, currently **\$109,249.16**.

Additional variable pay, benefits, flexible working arrangements, investment in professional development and subsidized access to fitness, cycling and parking facilities all contribute to a top-notch total rewards package.

To Apply

Please submit your application to our recruitment partner, Ellie Stojanovski of The Tandem Team, at ellie@thetandemteamrecruitment.com by 8th of October 2024.

We welcome applications from anyone who is eligible to work in BC and fully vaccinated against COVID-19. We encourage applications from Indigenous people, people with disabilities, BIPOC and racialized individuals, people of minority sexual orientation or gender identity, and others who may contribute to the Foundation's organizational diversity and who share the Foundation's values.