

Director, Organizational Development, Health Care Association

ENA is looking for a motivated leader, one committed to achieving staff and association goals, to join our team! The Director, Organizational Development is responsible for the development and implementation of human resources programs that effectively advance the association's mission, vision, values and organizational culture.

Position responsibilities include:

- Cultivating a collaborative team-based culture with strong staff engagement. This includes oversight of employee relations issues, including assessing situations, advising and coaching supervisors and staff, facilitating discussions and conflict resolution.
- Developing and implementing a strategic talent development program including onsite training programs, staff development opportunities, performance management and succession planning to support the growth and professional advancement of staff and ENA's organizational culture.
- Developing and implementing a comprehensive strategic recruiting program to meet the staff talent needs of the association. This includes overseeing talent acquisition, onboarding and the development of a diverse and inclusive work environment.
- Overseeing employee benefit programs and services in a manner that is consistent with company benefit policy and federal and state laws and supports ENA's organizational culture and values.
- Developing and executing programs that support the association's compensation strategy through the administration of compensation policies, procedures and staff communication.
- Overseeing the development and execution of an employee recognition and retention program that aligns with the mission, vision and values of the association.

The ideal candidate will have the following requirements and demonstrated experience:

- Bachelor's degree in business or human resource management
- 5 years of strategic human resource and management experience, including supervisory experience
- Exceptional collaborative communication and interpersonal skills
- Ability to present information and respond to questions from groups of managers, executives and other employees of the organization
- Ability to exercise high level of discretion, creativity and independent judgment
- Ability to effectively manage organizational development and change by critical thinking, short and long-term planning, business and strategic planning skills
- Ability to mentor and motivate assigned staff
- Ability to assimilate and role model the association's collaborative culture
- Ability to prioritize multiple and varied tasks within established deadlines
- Professional certification in Human Resources, Talent Development or related competency a plus!

ENA offers a collaborative team environment, great benefits, including a robust 401(k), work at home opportunities and more. At ENA, your work helps emergency nurses excel.

To formally apply please submit your cover letter and resume to Jobs@ena.org

Equal Opportunity Employer M/F/D/V

