



Senior Organizational Development Consultant

Github ([View all Jobs](#))

Remote - US

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Please mention No Whiteboard if you apply!
I'm a one-man team looking to improve tech interviews, and could use any support! 😊

Interview Process

1. Take-home exercise
2. Code review and technical discussions.

Salary

\$89,200- \$189,300

GitHub will leverage the specialized expertise of an organization development consultant to engage with our employees ("Hubbers") to create a plan for change that capitalizes on this moment. GitHub is in a unique position in the technology industry to shape the future and enable global change. How we operate internally to reflect the global nature of our platform and scale and execute to be of service to software developers is more important than ever. This role will operate across GitHub in partnership with Executives, Chiefs of Staff, HR Directors and other stakeholders.

Who you are:

You are an experienced diagnostician and take a systemic approach to solving problems. You have worked with executives to plan and implement strategies to address organizational effectiveness. You have experience designing programs and initiatives that result in measurable progress. You are entrepreneurial, creative and collaborative in bringing together energy and resources inside and outside your function. You've diplomatically challenged mindsets and inspired new points of view and removed systemic and cultural roadblocks to leave a lasting, positive impact on an organization. You have a growth mindset -- you approach everything as a learning opportunity and you're excited to create something new. And you're great at bringing others along with you on this journey.

In this role, you will have the opportunity to impact:**Culture**

- Understand the current state of GitHub's growth, business strategy and OKRs, and develop a multi quarter strategy to align the evolving culture to

the strategy.

- Provide guidance and perspective on change to executives and monitor overall implementation of programs and experiences that reinforce the culture we need to foster to execute on our business goals.
- Further integrate our culture beliefs and values throughout GitHub through innovative solutions that broaden and advance the employee experience.
- Partner with the executive team on culture initiatives, providing guidance and coaching.
- Champion and scale culture initiatives globally across a diverse, remote and multifunctional organization.
- Work closely with the executive team to inform their personal leadership and organization strategy to advance our culture.
- Partner with the Senior DI&B Director to collaboratively bring forward and influence our diversity, inclusion and belonging story and build inclusive leaders.

Organizational Design

- Collaborate with business leaders to interpret business needs, people priorities and talent strategy.
- Contributes to the design and/or integration of the holistic organizational plan (i.e., talent, structure, culture, process) for an assigned organization. Partner with business to monitor, execute, and continue to evolve and inform the design.

Organizational Diagnostics

- Partner and consult with peer HR disciplines (e.g., Talent Management, Organization Development, HR Business Insights) on leveraging a systems model, diagnosing talent pyramid and talent management processes/programs, interpreting results, and building recommendations based on data analyses. Assess, interpret, and present findings on organizational effectiveness, and design and implement assessments or solutions for an organization.
- Interprets results of analyses provided by HR Business Insights on talent management processes (e.g., attrition, movement, polls, compensation patterns), talent needs, and risks. Identifies trends/themes, communicates findings with the business as well as the broader HR community, and provides recommendations to senior leadership about organizational strategies, goals, and actions. Uses knowledge of the business to frame data in a meaningful way when making

recommendations. Translates data into action and leads the implementation of data-supported plans.

Change Design & Orchestration

- Identifies the needs for change and leads the implementation and adaptation to new or changing structures (leadership or organizational), cultural change, or programs/processes (e.g., training, talent movement) for an organization, client, or time zone. Contributes to developing change management and communication plans in collaboration with the Communications team and business leaders.
- Evaluates internal and external business drivers and environmental factors to foster change adoption among a diversity of employees and managers. Assesses risks and benefits to ensure project feasibility, and collaborates with business leaders or HR partners to develop effective change-management strategies and training materials.

Leadership & Team Performance

- Assesses data, interprets information, and presents insights and recommendations on leadership team effectiveness and performance. Assembles and provides summary status updates and guidance for senior level leadership. Conducts one-on-one effectiveness coaching with senior leaders to improve leadership capability or the resolution of leadership gaps.
- Identifies where change is needed and contributes to the development of interventions that improve leadership and team performance to achieve strategic imperatives for a business group. Facilitates leadership capability planning for an organization or client. Executes on strategies and action plans to transform leaders and teams to embody GitHub's leadership principles.

Strategy Clarity & Alignment

- Translates business strategies into people and organizational priorities. Leads the discussion with the business leadership teams in applying and aligning people and organizational priorities with organization vision and execution, to achieve the business goals for an assigned client, organization, or time zone.
- Identifies gaps in the execution of business strategies and guides business leadership on clarifying and executing business strategies for an assigned client, organization, or time zone. Identifies needs for

interventions to drive clarity and address gaps in strategy execution.

Leads the implementation of interventions.

Minimum Qualifications:

- 10 years of related work experience within Human Resources and direct experience designing and driving change initiatives
- Strong business acumen with the ability to integrate culture and strategy needs into company objectives, including making a business case for systemic investments.
- Strong understanding and experience in HR practices, organization diagnostics and intervention strategies.
- Demonstrated ability of developing a culture framework connected to an organization's mission and business strategy, and addressed challenges from a perspective of growth and scalability.
- Experience and demonstrated proficiency in the following: data analysis, interpersonal communication, consulting, facilitation, influencing and executive coaching.
- Strong project/program management skills with a proven track record of demonstrated good judgment, innovative thought leadership, and creativity.
- Strong collaborator and influencer - ability to reach beyond immediate scope to influence and lead change initiatives with multiple senior stakeholders.
- Highly effective communicator and strategic thinker with the ability to clearly and concisely articulate complex ideas, unique concepts, and proposals to enroll team, peers, and leadership. Excellent writing and presentation skills.

Preferred Qualifications:

- 5 or more years of dedicated organizational development experience or academic background.
- A genuine belief in people and natural mentoring abilities with diverse individuals, ideas, and teams.
- A history of taking calculated risks, pushing your learning edge, showing up as a leader (even when doing so is hard), and motivating others to do the same.
- An ability to model vulnerability, own up to your limitations and mistakes and view feedback as a critical tool for learning and growth.
- A utility player and teammate; willing to help out wherever needed.

- Strategic mindset with a bias towards action and creative problem solving.
- Possess a mix of intellectual curiosity, creative thinking and pragmatism.
- Ability to identify issues and root cause; willingness to dive deep into details.

(Colorado only*) Minimum salary of \$89,200 to maximum \$189,300 + bonus + equity + benefits.

· Note: Disclosure as required by sb19-085 (8-5-20) of the minimum salary compensation for this role when being hired in Colorado.

Who We Are:

GitHub is the developer company. We make it easier for developers to be developers: to work together, to solve challenging problems, and to create the world's most important technologies. We foster a collaborative community that can come together—as individuals and in teams—to create the future of software and make a difference in the world.

Leadership Principles:

Customer Obsessed - Trust by Default - Ship to Learn - Own the Outcome - Growth Mindset - Global Product, Global Team - Anything is Possible - Practice Kindness

Why You Should Join:

At GitHub, we constantly strive to create an environment that allows our employees (Hubbers) to do the best work of their lives. We've designed one of the coolest workspaces in San Francisco (HQ), where many Hubbers work, snack, and create daily. The rest of our Hubbers work remotely around

the globe. Check out an updated list of where we can hire here: <https://github.com/about/careers/remote>

We are also committed to keeping Hubbers healthy, motivated, focused and creative. We've designed our top-notch benefits program with these goals in mind. In a nutshell, we've built a place where we truly love working, we think you will too.

GitHub is made up of people from a wide variety of backgrounds and lifestyles. We embrace diversity and invite applications from people of all walks of life. We don't discriminate against employees or applicants based on gender identity or expression, sexual orientation, race, religion, age, national origin, citizenship, disability, pregnancy status, veteran status, or any other differences. Also, if you have a disability, please let us know if there's any way we can make the interview process better for you; we're happy to accommodate!

Please note that benefits vary by country. If you have any questions, please don't hesitate to ask your Talent Partner.

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