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Organization Development & Change Consultant

System Office 1120 Building

Regular Full-Time

Requisition ID 21-20186 **Location** Portland OR **Department** Org Development and Learning **Avg Hours Per Week** 40 **FTE** 1.00

Pay Range USD \$39.05/Hr. - USD \$58.18/Hr. **FLSA Status** Exempt **Union** Non-union **Work Days** Mon-Fri, no weekends

Overview

Legacy Health is on a path to become the safest place to give and receive care.

Can you help us drive the changes that will positively affect the Legacy community and the people we serve? We'll rely on your expert knowledge of organization development theory and change management practices to align employees and business systems with strategy.

You will be part of a dynamic team to help us strengthen a culture of equity and inclusion, increase employee engagement, develop problem-solving skills and systems using Lean methodologies, and adapt to the tumultuous changes facing healthcare today.

This is a **hybrid-remote position** - incumbents, who reside in Oregon or Washington only, may work 2-3 days a week at an assigned Legacy Health location, and other days may work remotely at home, on the road or in a satellite location for the remainder of their workweek.

All new hires are required to come to a designated Legacy Health office location in Portland, Oregon prior to their start date for a new hire health assessment and to complete new hire paperwork.

Note that our employee health plan coverage is for providers based in the Legacy Health geographic region. To find providers in our network [click here](#). Urgent and emergent coverage is available outside the geographic region and telehealth is available within Oregon and Washington.

This position may require initial training and orientation to be site-based, before transitioning to the hybrid schedule.

Responsibilities

The Organization Development and Change Consultant uses knowledge of organization development theories and practices to align people systems to strategy.

Provides consulting expertise on division and department change initiatives, organizational restructures, management team and work group effectiveness.

Coaches managers and supervisors to build skills and capacity in the organization. Provides subject matter expertise for learning and development programing and annual engagement survey.

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Qualifications

Education:

Bachelor's degree or certificate in Organization Development (OD), Organization Change or closely related field required. Master's degree preferred. Certifications in applied behavioral science tools (e.g. MBTI, DISC) and leading-edge organizational change methods (e.g. Open Space Technology, Appreciative Inquiry) preferred.

Experience:

Minimum of five years OD/OE consulting experience in a large complex organization. Healthcare experience preferred, but not required.

Skills:

Demonstrated experience providing lead consultation on department-wide change initiatives.
Knowledge of organization development and change theories, models and practices, including contemporary dialogic and whole-systems approaches.
Knowledge of macro organizational behavior, team dynamics and individual development.
Proven track record of effectively coaching managers and supervisors.
Confident facilitator and presenter to all levels in the organization.
Skilled consultant with proven ability to contract with clients and manage projects through to completion.
Knowledge of process improvement methodologies such as Lean.
Proficient in Microsoft Office Suite.
Excellent writing, presentation and interpersonal communication skills.
Creative, innovative and adept at learning new approaches to organization development and change.

LEGACY'S VALUES IN ACTION:

Follows guidelines set forth in Legacy's Values in Action.

Equal Opportunity Employer/Vet/Disabled

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AFFIRMATIVE ACTION

Legacy Health is dedicated to developing and maintaining a diverse workforce that understands and meets the needs our diverse patient population. An Affirmative Action officer is employed to coordinate efforts to comply with the federal and state regulations governing Equal Opportunity. All decisions made by Legacy Health System regarding employment, including transfers, promotions, demotions, compensation, benefits, and training are made without regard to race, color, gender, religion, national origin, marital status, age (except as the law allows), gender identity, gender expression, sexual orientation, disability, veteran's status or any other basis covered by local, state or federal law.

All applications must be submitted through Legacy Health's Electronic Application System. Resumes submitted via email, fax or mail will not be accepted in lieu of an electronic application. Legacy Health strives to make this site accessible to any and all users. If you have questions or would like to contact us regarding the accessibility of our website or need a reasonable accommodation in completing the application process, please contact Legacy Employment Services at [503-415-5405](tel:503-415-5405) or contact us by email at employment@lhs.org.

If you are looking for nursing or provider opportunities, you can find those posted on these sites:

Nursing Career Portal: <https://nursing-lhs.icims.com>

Provider Career Portal: <https://provider-lhs.icims.com>

To learn more about Legacy, [please check out our careers pages.](#)