



Requisition Number:
ADMIN-INDCT-H-11-2020-
02
Job Title: Organizational
Development Consultant
City: New Orleans
State: LA

Minimum Degree Required:
D - Graduate Degree
Minimum Years of
Experience: 2
Salary Range:
\$55-\$65/hour

Organizational Development Consultant

Description/Job Summary

Resources for Human Development (RHD) is currently seeking an Organizational Development Independent Contractor to provide OD consultation to our system of behavioral health and housing programs and intellectual and developmental disability programs in the New Orleans area. The incumbent should be a resident of the specified geographic area or be willing to relocate.

This role will operate on a project basis (approximately 15-20 hours/month) at a rate of \$55-\$65/hour, based on experience.

Responsibilities/Duties

- Management of OD related projects that support organizational effectiveness and alignment with overall corporate strategic plan
- Working with programs, operational groups and leaders to support team development and conflict management
- OD consultation designed for support of system change processes
- Work-flow/process analysis, assessment and improvement
- Provide Leadership development and executive coaching;
- Facilitation of small and large group meetings, retreats, on-going working group meetings

Required Experience

- 2 years of organizational development experience
- Prior experience providing consultation to staff working in non-profit and/or residential/community-based environments a plus.

Required Education

- All candidates should have a Master's Degree in Social Work/Psychology, Organizational Development or related fields.

Required Qualifications

- Ability to work collegially and constructively with people at all levels across the corporation; including point person on Corporate Learning and Development team
- Able to maintain objectivity in the role of consultant;
- Reliability, responsiveness and flexibility;
- Eagerness and openness to learning;
- Ability to think creatively and systemically, while also attending to details effectively;
- Capacity to design and conduct trainings;
- Ability to stay centered and constructive in the midst of chaos and change; and
- Willingness to ask questions, listen for understanding, and integrate different perspectives for win/win outcomes.

Program Summary

RHD's mission is to empower the most vulnerable and marginalized members of society as they build the highest level of independence possible, building better lives for themselves, their families and their communities. From providing residential services for individuals with mental illness, intellectual and developmental disabilities, chemical addiction and those who are homeless to job training, assisted transportation, and crisis intervention, RHD provides individualized, quality assistance wherever the need exists. (<http://www.rhd.org/Wherewecare.aspx>)

RHD's Organizational Development Services include team development, change management/restructuring efforts, conflict management, coaching, facilitation of meetings and ongoing groups, and training.

Resources for Human Development is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, age, religion, gender, gender identity, sexual orientation, national origin, genetic information, veteran, or disability status.