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ORGANIZATIONAL DEVELOPMENT ADVISOR [HYBRID]



Job ID: 71035234

Job Family: Human Resources

Location: Rosemead, CA US

Job Description

Join the Clean Energy Revolution

Become an **Organizational Development Advisor** at Southern California Edison (SCE) and build a better tomorrow. In this job, you will report to the Office of Organizational and Team Effectiveness. You will support strategic/enterprise org development (org health, limited org design, team/leader effectiveness and

select change management initiatives across the enterprise. You will facilitate the structured and intentional deployment of strategies, build change capacity and capability, and provide consistent, standards, practices, and framework to institutionalize transformation, change and team effectiveness. You will also create an aligned network and system to facilitate org readiness in response to transformation and change, promote long-term agility and cultural values of the organization, and consult in the design and development of key critical organization effectiveness projects that may have organizational impacts to programs, policies, and processes. You will work with HR Business Partners, executives and managers to identify opportunities to improve performance and ensure success on key enterprise objectives and goals.

As an **Organizational Development Advisor**, you will help power our planet, reduce carbon emissions, and create cleaner air for everyone. Are you ready to take on the challenge to help us build the future?

A day in the life-Get ready to think big, work smart and shine bright

- Lead the design and development of key organizational effectiveness, projects, programs, policies and processes across specific business units.
- Lead the design and development of comprehensive change management strategy across select projects within specific departments.
- Will be responsible for consultative and customized solutions that address work environment issues and increase the health and performance of Edison's overall business, leadership and teams.
- Provide strategic analyses, advice, and education to executives and managers on how to recover from transformational change impacts and alignment of organizational development initiatives with strategic goals.
- Act as a liaison between the departments of HR Business Partners, Learning and Development, and various client organizations to develop plans and make recommendations on the implementation of integrated solutions for the business.
- Perform detailed analyses of organizational health in the work environment as it relates to the "whole system" model and specifically to enhance the work unit climate company wide.
- Facilitate thought leadership conversations and complex discussions on organizational health & team/leader effectiveness initiatives and solutions.
- Lead and direct internal and external org development project teams.
- Perform other duties and responsibilities as assigned.

Qualifications

The Essentials

- At least seven years of experience leading/managing and/or working with organizational development and/or OCM strategy and plans.

The preferred

- Bachelor's degree or higher in Business, I/O Psychology, OD or related field.
- Certification in change management methodology, preferred.
- Typically possesses 10+ years' experience leading large-scale OD and/or change management projects.
- Typically possesses 7+ years' project management experience, leading and implementing enterprise-wide OD/OCM programs/projects to include OCM technology related projects.
- Experience providing advice and counsel to executives and senior managers on large-scale org development and change projects that have a moderate to major impact on the organization.
- Experience integrating project work with other ongoing initiatives within the business unit.
- Experience establishing and managing project OD/OCM plans, measures of success and dashboards to provide regular status updates to clients.
- Experience identifying and mitigating impacts to client work, roles and processes.
- Experience acting as lead to contract and/or junior SCE resources supporting project work.
- Experience managing vendor contracts for supplemental support.
- Experience creating and delivering complex and detailed presentations for audiences from front-line workers to executives.
- Experience managing and facilitating the OD/change portfolio; provide oversight, reporting, and management of the portfolio, risks, and enterprise-wide impacts.
- Experience leading and directing internal and external OD/OCM project team members.


You should know ...

- **Hybrid:** When a return-to-office date has been determined, this position's work mode is **hybrid**. The employee will report to an SCE facility for a set number of days with the option to work remotely on the remaining days. Unless otherwise noted, employees are required to reside in the state of California. Further details of this work mode will be discussed at the interview stage.
- Visit our [Candidate Resource page](#) to get meaningful information related to benefits, perks, resources, testing information, and hiring process, and more!
- This position requires testing and applicants who are identified to continue through the selection process will be invited to test via email. We invite you to visit our Candidate Resource page for further information and to access information guides. For information guides, please reference test 8203. Candidates who have previously passed this assessment, in some cases, may not need to retest again for this position."

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Emergency Service Worker Disclaimer

(Only applicable to exempt employees; inapplicable to non-exempt (hourly) employees)

As a critical infrastructure provider, SCE is a lifeline to millions of residents throughout California, along with other key infrastructure providers, e.g., water and gas utilities and emergency services. As a condition of employment, you should understand that SCE employees may be assigned to support SCE's responses to incidents that threaten our infrastructure. This may require an SCE employee to fill a role temporarily during an emergency incident (typically selected based on unique skills or job responsibilities) that has different than normal work hours, work locations, and/or duties.

Edison/Southern California Edison (SCE) is committed to building a diverse and inclusive workplace. We are a proud Equal Opportunity Employer and will not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status or any other protected status. EEO is the Law/Pay Transparency. Edison/SCE participates in: E-Verify Program (English and Spanish) | Right to Work program (English and Spanish). Applicants have rights under Employment Laws.

If you require special assistance or accommodation while seeking employment with Southern California Edison, please contact Human Resources at (833) 343-0727 or (800) 352-8580 (Telecommunications device for the hearing impaired - TTY).

Please be aware of scammers posing as recruiters or employers, using reputable company names with the intention to collect confidential and/or financial information. If you receive an unsolicited or suspicious job offer or application that claims to be from Edison International or Southern California Edison, please report it to our security team at (626) 815-5611.

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