

Strategic Director, People & Organization



American Cancer Society
Philadelphia, PA

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🕒 4 days ago 💰 \$ 20–28 an hour 📁 Full-time 🛡️ Health insurance 🦷 Dental insurance 🗒️ Paid time off

Job highlights

Identified by Google from the original job post

Qualifications

- years of HR Business Partner and/or Organizational Development experience
- SKILLS Strong interpersonal skills including high emotional intelligence and the ability to identify conflicts and empower resolution
- Ability to analyze, interpret and transform data sets into a story
- Well-developed coaching skills along with the ability to work effectively with all levels of the organization
- Analytical and problem-solving skills; ability to understand systems and dynamics, assess situations and make sound judgments
- Demonstrated ability to lead teams and develop people
- Ability to lead from a position of influence to provide accountability partnership and advance outcomes
- Adaptability of approach and demeanor in real time to match

Responsibilities

- Deliver Talent Management programs including Goal Setting, Performance Management, Talent Review and Succession Planning, Talent development needs and our broader listening strategy (30%)
- Lead organization design efforts and provide change management consultation and people project management support where needed (20%)
- Facilitation of team dynamics activities related to team health and ongoing research for industry best practices (10%)
- Cross functional partnership and leadership of a team to create aligned actions both within the People team and across organizational functions (10%)

Benefits

- The compensation range established for this position

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| <p>shifting demands of a fast-past work environment</p> <ul style="list-style-type: none"> • Ability to gain the confidence and trust of leaders through honesty, integrity, and authenticity <p>SPECIAL MENTAL OR PHYSICAL DEMANDS</p> <p>Ability to travel (by car and/or airplane) when necessary</p> | <p>begins at a minimum of \$140,000 per year</p> <ul style="list-style-type: none"> • Actual starting pay may differ based on non-discriminatory factors including, but not limited to, geographic location, experience, skills, specialty, and education • ACS provides staff a generous paid time off policy; medical, dental, retirement benefits, wellness programs, and professional development programs to enhance staff skills • Estimated Salary: \$20 to \$28 per hour based on qualifications |
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Full description

At the American Cancer Society, we're leading the fight for a world without cancer. Our employees and 1.5 million volunteers are raising the bar every single day. We actively seek candidates from diverse backgrounds including communities of color, the LGBTQ community, veterans, and people with disabilities. The greater the diversity of our people, the better we can serve our communities.

The people who work at the American Cancer Society focus their diverse talents on our lifesaving mission. It is a calling. And the people who answer it are fulfilled. Position Description JOB SUMMARY

The Strategic Director, People & Org Development will operate as a strategic consultant to the business in defining and operationalizing talent strategies and programs that lead to the delivery of our ACS mission. This role will lead a team that includes a Manager, People Strategy & Organization Development and will frequently partner with the People Team Centers of Expertise, Team Member Relations, DE&I, Legal and Digital Solutions.

This is a remote position which can be home-based anywhere in the U.S.

MAJOR RESPONSIBILITIES Consulting with VP

leaders across the organization to define People Strategies that further the pillar/department strategy, structure, team member experience and ongoing team member engagement (30%)

Deliver Talent Management programs including Goal Setting, Performance Management, Talent Review and Succession Planning, Talent development needs and our broader listening strategy (30%)

Lead organization design efforts and provide change management consultation and people project management support where needed (20%)

Facilitation of team dynamics activities related to team health and ongoing research for industry best practices (10%)

Cross functional partnership and leadership of a team to create aligned actions both within the People team and across organizational functions (10%)

FORMAL KNOWLEDGE Bachelor's Degree required; Master's degree preferred in HR Business, Organizational Development (or comparable field)

8

years of HR Business Partner and/or Organizational Development experience **SKILLS** Strong interpersonal skills including high emotional intelligence and the ability to identify conflicts and empower resolution.

Ability to analyze, interpret and transform data sets into a story

Well-developed coaching skills along with the ability to work effectively with all levels of the organization.

Analytical and problem-solving skills; ability to understand systems and dynamics, assess situations and make sound judgments.

Demonstrated ability to lead teams and develop people

Ability to lead from a position of influence to provide accountability partnership and advance outcomes.

Adaptability of approach and demeanor in real time to match shifting demands of a fast-past work environment.

Ability to gain the confidence and trust of leaders through honesty, integrity, and authenticity SPECIAL MENTAL OR PHYSICAL DEMANDS Ability to travel (by car and/or airplane) when necessary.

The compensation range established for this position begins at a minimum of \$140,000 per year. Actual starting pay may differ based on non-discriminatory factors including, but not limited to, geographic location, experience, skills, specialty, and education.

The American Cancer Society has adopted a vaccination policy that requires all staff, regardless of position or work location, to be fully vaccinated against COVID-19 (except where prohibited by state law).

ACS provides staff a generous paid time off policy; medical, dental, retirement benefits, wellness programs, and professional development programs to enhance staff skills. Further details on our benefits can be found on our careers site at:

/benefits. We are a proud equal opportunity employer. Estimated Salary: \$20 to \$28 per hour based on qualifications