



# Senior Organizational Development Consultant

Oracle United States Remote 3 hours ago 19 applicants

 Full-time · Associate

 10,001+ employees · IT Services and IT Consulting

 See how you compare to 19 applicants. [Try Premium for free](#)

 Actively recruiting

Apply 

Saved

## About the job

### Job Description

Develops and implements organization and talent development initiatives in partnership with HR and senior leadership.

Collaborates with team members to design, develop, and deliver OD interventions, leadership and professional development solutions. May work with Oracle's Vice Presidents or higher to implement change, consulting on organization development practices including talent management, team effectiveness, leadership and professional

development, and acquisition integration. Consults with leaders on implementing Oracle's talent management practices. Acts in partnership with human resources professionals to develop joint plans and proposals. Proactively identifies client needs, anticipates challenges, and acts pragmatically with flexibility. Uses a well rounded knowledge of business to accelerate integration of acquired employees and organizations. Aligns organizational change plans and proposals to Oracle's strategy. May mentor and coach IC levels 1-3. Supports 2 regions or may have global scope.

Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Excellent project management, organizational skills, and communication skills. Demonstrated ability to apply instructional design process to tool creation. Knowledge of multimedia delivery methods. Advanced PC skills; i.e.: Microsoft Office. 10 years related experience and BA/BS degree or equivalent.

If you are a Colorado resident, Please Contact us or Email us at oracle-salary-inquiries\_us@oracle.com to receive compensation and benefits information for this role. Please include this Job ID: 165247 in the subject line of the email.

## Responsibilities

It's an exciting time to join Oracle's Organization and Talent Development (OTD) team as an Organizational Development Consultant (ODC). This role supports internal client groups, partnering with Oracle's leaders to improve, enhance, and evolve our practices to achieve

business success through our people. Come be part of global team that believes in hard work, knowledge-sharing, partnering skills, and enhancing one's own skills for what comes next in our business.

Common initiatives for an ODC include:

- Providing well-honed expertise across a portfolio of specialties including organization development, talent management, performance, career development, goalsetting, learning, succession, coaching, and similar areas
- Collaborating with others and also working independently to propose, design, develop, implement, and evaluate talent strategies to help lines of business achieve the right workforce for the right reasons
- Enhancing teams' ability to grow and nurture their agility, customer excellence, and resilience
- Transforming culture through deliberate and meaningful organization change management efforts
- Aligning talent strategies and actions to Oracle's strategy
- Facilitating meaningful discussion with small and large groups, including leadership teams – in person and virtually
- Crafting, launching, and iterating talent and learning programs in a constantly changing environment
- Helping others pioneer innovative approaches, streamline processes, and simplify work to its most meaningful parts
- Adopting and using a full suite of Oracle HCM applications to gain business insights and drive data-based decision-making
- Uniting with HR Business Partners (HRBPs) to influence and accomplish actions in all of the above

Important stakeholders include clients and HRBPs, plus centers of expertise (COE) colleagues spearheading world-class talent management, top talent, and learning & development programs.

An ODC's common tasks include:

- Delivering in-person and virtual 1:1, one-to-few, and one-to-many discussions to assess needs, gain feedback, test hypotheses, and conduct learning sessions
- Conducting talent reviews using industry-leading platforms
- Developing and leading individual and team interventions using MBTI, TKI, 360-degree feedback, competency frameworks, and similar OD tools and techniques
- Understanding and conveying data using storytelling methods to communicate employee survey insights and results

To be a successful ODC, you will:

- Thrive on building strong relationships using an approachable, consultative style
- Be customer centric
- Act with integrity, thoughtfulness, and speed in a complex, non-routine environment
- Be curious about, seek to understand, and convey the "why"
- Solve business challenges with creativity and proven results
- Care about transforming our culture toward what's needed, versus how we've always done it
- Treat team results equal to your own results
- Seek out client needs, anticipate challenges, and act pragmatically with flexibility

- Exhibit excellent project management and organizational skills for working independently
- Have command of the English language using stellar verbal and written communication skills, especially when using technology (Microsoft Office, Zoom, Slack)
- Have ten or more years of explicit experience with the above, having been an effective organizational development consultant in some capacity before

If you're seeking an opportunity to make positive difference with a global tech leader using all the organizational development tools in your toolkit, you've found it. Apply today!

## About Us

### Diversity and Inclusion:

An Oracle career can span industries, roles, Countries and cultures, giving you the opportunity to flourish in new roles and innovate, while blending work life in. Oracle has thrived through 40+ years of change by innovating and operating with integrity while delivering for the top companies in almost every industry.

In order to nurture the talent that makes this happen, we are committed to an inclusive culture that celebrates and values diverse insights and perspectives, a workforce that inspires thought leadership and innovation.

Oracle offers a highly competitive suite of Employee Benefits designed

on the principles of parity, consistency, and affordability. The overall package includes certain core elements such as Medical, Life Insurance, access to Retirement Planning, and much more. We also encourage our employees to engage in the culture of giving back to the communities where we live and do business.

At Oracle, we believe that innovation starts with diversity and inclusion and to create the future we need talent from various backgrounds, perspectives, and abilities. We ensure that individuals with disabilities are provided reasonable accommodation to successfully participate in the job application, interview process, and in potential roles. to perform crucial job functions.

That's why we're committed to creating a workforce where all individuals can do their best work. It's when everyone's voice is heard and valued that we're inspired to go beyond what's been done before.

Disclaimer:

Oracle is an Equal Employment Opportunity Employer\*. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability and protected veterans' status, or any other characteristic protected by law. Oracle will consider for employment qualified applicants with arrest and conviction records pursuant to applicable law.

- Which includes being a United States Affirmative Action Employer