

Director, Organizational Design

SAVE



Panera Bread
Needham, MA

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3 days ago
20–28 an hour
Full-time

Job Description Director, Organizational Design The Organization Design Director is integral to the success of the enterprise Talent Management function, ensuring that Panera has the right structures and capabilities, at the right cost, needed to propel enterprise business growth. This individual will lead Panera's organizational design initiatives, serving as a strategic partner to business leaders, delivering leading-edge consulting services and maturing the company's organization design and effectiveness methods and tools. The Organization Design Director is accountable for the planning and execution of organization design initiatives at the enterprise, BU, function, and team levels. This position will be based out of the Newton Support Center, in Newton, MA. **Duties & Responsibilities:** Design strategy and build OD capabilities (organization design and effectiveness, change & transition management, team performance) in alignment with business needs and in collaboration with other COE and HR functions. Collaborate with senior leadership, HR, department clients, and project team members to ensure systemic focus, alignment and integration of organization design and effectiveness strategies, projects and programs for successful implementation and results. Consult with leaders on a variety of management and team effectiveness issues, for both current needs and future growth and development. Promote and facilitate the use of proven organization design methods, processes and tools across Panera while educating leaders and HR business partners on them. Provide leadership, coaching and active development to organization design team members, HR peers and teams, and business leaders. Operate as a Talent Management Leadership team member. Oversee the design and development of validated and legally defensible organizational development programs that result in an effective and efficient workforce and organization. Build and maintain a broad scope of influence over all parts of the organization and appropriately prioritize the deployment of talent, balancing internally designed versus vendor supplied solutions Recognize when business partners require organization design team involvement and ensure results that contribute to company success. Supervise senior level, highly experienced OD/E consultants. Occasional travel is required. **Qualifications (Education & Experience):** Undergraduate degree in Human Resources, Education, Business Administration, or related field Expert level knowledge and commercial consulting experience with Organization Design and Effectiveness methodologies and implementation processes Solid knowledge and experience with Team Performance methodology and implementation processes Solid knowledge and experience with Performance Management methodology and implementation processes Solid knowledge and experience with Change and Transition Management methodology and implementation processes Experience required in implementation and upgrading of core Talent Management processes Experience in a large Fortune 500 company and/or retail/restaurant is highly desired Multiple experiences within an organization, working as an internal consultant on major strategic change and organization design initiatives 10 years of business experience with a variety of industries, job

functions and experiences Experience required in a Talent Management role including, but not limited to performance management, leadership development and organization effectiveness Preferred Qualifications: Graduate degree (MBA or Master s in I-O Psychology or related field) Strong strategic thinking skills; must understand strategic business needs and how to support those through talent management Excellent consulting and communication skills Able to effectively deal with ambiguity, uncertainty, and change Effectively organizes, integrates, and directs people and activities Faces adversity and challenge with confidence Excellent coaching skills Negotiation, collaboration, and influence skills at all levels of the organization, including C-suite audience Knowledge of Talent Management current trends, research, and best practices Understanding of HR concepts and procedures Knowledge of relevant employment laws and regulations Excellent verbal and written communication skills Needham Support Center Salary Range: \$250K -- \$500K+ Minimum Qualification HR Management, Organization Development & Training Estimated Salary: \$20 to \$28 per hour based on qualifications