

APPLY NOW: Director, Culture & Organizational Development



Our HR Story — It's a Great Time to join Stony Brook Human Resources!

We all know that the way we work is changing... and Stony Brook HR is changing too! Our team is expanding — we are growing our already talented workforce and looking for change drivers to join us on this journey. If you want to be a part of deciding what work will look like in the future and how HR can best evolve to meet the changing needs of the workplace — if you share our belief that the field of HR must grow and that we can elevate the employee experience, together — then join us and together we can build that better tomorrow, today!

Stony Brook University has received the prestigious designation as a flagship university in the State University of New York (SUNY) system, reflecting the pre-eminent role the University plays, nationally and internationally, as a model of research and academic excellence. We have been recognized by Forbes as one of America's Best-in-State Employers and as an institution that provides exemplary employment opportunities on Long Island and in New York State. Stony Brook University is also ranked on the 2022 America's Best Employers for Diversity Forbes list. And, we have been ranked the #1 public university in New York State.

Required Qualifications (as evidenced by an attached resume):

Bachelor's Degree (foreign equivalent or higher). Five (5) years of full-time relevant experience to include a combination of any of the following: Organizational Development, Change Management, Workforce Development, Training, Professional/Career Development, Employee Wellness Programs or Employee Engagement. Supervisory/managerial level experience.

Preferred Qualifications:

Advanced Degree (foreign equivalent or higher). Professional HR certification (SHRM-SCP, SHRM-CP, HRCI or PHR/SPHR). Demonstrated experience relationship-building and collaborating with stakeholders, including identifying needs, developing action plans, identifying deliverables, and presenting results/recommendations to achieve strategic/operational goals. Experience in a higher education, healthcare or government setting. Project management experience and/or Project management certification. Proficient with Microsoft Office Suite.

Brief Description of Duties:

The Director of Culture & Organizational Development will be responsible for the Employee Engagement and Training & Workforce Development units which play a critical role in developing employees through advocacy, engagement, and development initiatives. The Director will serve as a champion of culture and advocate for employees with the goal of developing the strategic assets of people. Collaborate with leaders to develop and manage programs, practices and processes that connect diversity, equity and inclusion with organizational culture and leadership success. The Director will oversee the development and delivery of learning and leadership development programs including analyzing learning needs, developing learning approaches and curricula, and leading the development of in-person, virtual, and on-demand learning programs. The Director will seek continuous improvement opportunities and take the initiative to drive incremental change in processes and systems. Strong project management skills with the ability to initiate project plans and balance multiple changing deadlines and priorities will be required for the Director. The Director will also serve as a strategic business advisor to the AVP for People, Culture & Engagement on key engagement and workforce development issues. In order to be successful in this role you would need to have experience leading a successful talent and organizational change efforts that focus on performance management, employee development, learning and development, succession planning, organizational development, mentoring and coaching. The Director must have discretion when handling confidential information with the ability to critically think and maintain strong problem-solving skills. Exceptional written and verbal communication skills ability to communicate well with all levels of the organization; strong facilitation skills are essential for this role.

The selected candidate will:

- Work with the Talent Acquisition team to on strategies to retain high performers and ensure development of emerging talent
- Develop and implement a Leadership Development strategy, to include all levels of leadership within the organization.
- Develop and implement strategies to encourage early career population in career pathing and professional development.
- Develop and implement an employee engagement strategy that includes capturing data, analysis of the data, and implementing initiatives to demonstrate the value and drive-up employee engagement.
- Works closely with the Employee & Labor Relations and the Office of Equity & Access regarding employee relations matters and conducts related training, coaching, and communications, as needed.
- Collaborate with leaderships and HR Business Partners on succession planning efforts
- Coach business leaders on employee communication, development and performance management strategies and tactics to promote engagement and a culture of continuous growth and development

- Design and execute scalable trainings and programs, including toolkits, workshops, and job aides, that strive to more deeply embed DE&I through learning and collaboration
- Partner with stakeholders to ensure talent readiness for the rapid and significant changes in the future workforce.
- Regularly research and analyze peer institutions and industry best practices to position SBU HR and the Employee Engagement and Training & Workforce Development team as the best-in-class, forward-thinking leader in higher education;
- Collaborates in various Human Resources initiatives and participates on a wide variety of campus committees. Makes recommendations and assists in the implementation of innovative processes and procedures to enhance the employee experience and success.
- Leads initiatives and assesses results to ensure goals are established and met for retention, engagement, and development of employees
- Strong business acumen; ability to align organizational development strategies with overall goals.
- Champion work/life balance efforts and initiatives including flexible work strategy and programs.
- Other duties or projects as assigned as appropriate to rank and departmental mission.

Special Notes:

This is a Management Confidential position. This is a full time appointment. FLSA Exempt position, not eligible for the overtime provisions of the FLSA. Minimum salary threshold must be met to maintain FLSA exemption.

THE FOLLOWING PARAGRAPH ONLY APPLIES TO POSITIONS THAT MAY COME IN CONTACT WITH PATIENTS OR PATIENT CARE EMPLOYEES.

In accordance with federal and state regulations that all hospitals and nursing homes require personnel to be vaccinated against COVID-19, candidates who are not already fully vaccinated must obtain the first dose of a COVID-19 vaccine within three (3) calendar days of acceptance of a conditional job offer and must obtain any subsequent doses in accordance with that particular vaccine manufacturer's protocol. Candidates who are partially vaccinated, but not yet fully vaccinated, must complete their vaccination series within three (3) calendar days of a job offer or in accordance with that particular vaccine manufacturer's protocol, whichever comes later.

The state regulation also includes those who may be affiliated with or interact with employees of a hospital or nursing home. The regulations allow for limited exemptions with reasonable accommodations, consistent with applicable law.

Resume/CV and cover letter should be included with the online application.

Stony Brook University is committed to excellence in diversity and the creation of an inclusive learning, and working environment. All qualified applicants will

receive consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, familial status, sexual orientation, gender identity or expression, age, disability, genetic information, veteran status and all other protected classes under federal or state laws.

If you need a disability-related accommodation, please call the university Office of Equity and Access (OEA) at (631) 632-6280 or visit [OEA](#).

In accordance with the Title II Crime Awareness and Security Act a copy of our crime statistics can be viewed [here](#).

Visit our [WHY WORK HERE](#) page to learn about the **total rewards** we offer.

Job Number: 2301019

Official Job Title: Senior Personnel Associate

Job Field: Human Resources

Primary Location: US-NY-Stony Brook

Department/Hiring Area: Human Resource Services

Schedule: Full-time **Shift :**Day Shift **Shift Hours:** Monday - Friday 8AM - 4:30PM

Posting Start Date: Mar 22, 2023

Posting End Date: Apr 21, 2023, 11:59:00 PM

Salary:Commensurate with experience

Appointment Type: Regular

Salary Grade:MP4

SBU Area:Stony Brook University

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