

Director, Global Organizational Development - 21037

Reporting to the Vice President Corporate Human Resources of the enterprise. The Director, Global Organizational Development will be responsible for the development and deployment of global organizational development (OD) initiatives/processes across the company, including employee engagement, performance management, competency management, succession planning and leadership development.

The position also focuses on contributing to the design and development of strategic approaches to support current business goals and promote organizational effectiveness.

Key Challenges:

- Design and deploy global programs/initiatives that meet the needs of the different groups of the organization and that, in a decentralized context.
- Demonstrate the business added value/ROI of the organizational development initiatives;
- Through the implementation of the Human Resources Strategic Plan, take the position's accomplishment to the "next level."

Key Responsibilities:

- Develop and implement an organizational development plan, and ensure alignment with the enterprise's overall goals and values;
- In collaboration with the local HR/OD teams, design and deploy global initiatives that contribute to fostering the company's culture and values;
- Plan, develop and deploy global leadership training programs for current and emerging leaders, from first-line management staff to senior leadership;
- Lead the organization's global talent review and succession planning process;
- Propose and implement initiatives that contribute to employee's engagement, including responsibility for the various employee engagement surveys;
- Contribute to the development of the local HR/OD teams by ensuring awareness of market best practices;
- Ensure mechanisms are in place to foster the development and retention of key and high-potential employees;
- Implement global coaching and mentoring programs;
- Manage the enterprise performance management process. Ensure calibration guidelines are clear and respected across all groups;

- Work closely with the Vice-Presidents, Human Resources of the divisional groups and provide guidance and support for local OD related initiatives;
- Provide subject matter knowledge and expertise to solutions that include competency frameworks, talent management and development, change management and tools related to OD.

Academic Background:

Bachelor's degree with a specialization in Management or Human Resources and preferably a Master's in Organizational Development or another related field;

Knowledge, Experience, Aptitude:

- Minimum of eight (8) years of experience in human resources/organizational development;
- In-depth knowledge of organizational development core domain and in particular: training and development, talent management (including succession planning), performance management, change management and competency management;
- Proven track record in terms of conceptualizing and designing for the planning and execution of global programs and/or projects in a decentralized global environment (centre of expertise);
- Entrepreneurial mindset with a passion for delivering results;
- Initiative and ability to take ownership of projects/activities;
- Ability to establish solid and positive relationships with colleagues, peers and management;
- Ability to lead through influence while demonstrating the added value of organizational development initiatives;
- Given the geographical location of some team members, possesses a high touch style of communication and leadership;
- International experience would be an asset, the chosen candidate will, at least, be "internationally aware";
- Excellent communication skills in French and English, spoken and written (Spanish is an asset);
- Experience working in a global manufacturing organization (asset).

Why join the company?

- The enterprise is one of the world's largest vertically integrated manufacturers of apparel and socks. They control almost every step in the process, from raw materials to finished garments to ensure high-standard ethical and social responsible practices.
- The history of the organization reflects a track record of strong performance and the future will be defined by the successful execution of the strategic growth drivers aimed at delivering long-term value to shareholders.
- Beyond simple compliance, the enterprise is committed to programs that create sustainable value and positive social, environmental and economic impacts to all stakeholders.
- Actively participating in the communities where it operates, the people from the company play an important part in building more sustainable communities.
- A key differentiator for the enterprise is the people. Their exceptional skills and dedication to delivering value each and every day drives the company's success and future growth.

Normand Lebeau, CHRP

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**The masculine gender is used throughout this document solely to facilitate reading and has no discriminatory intent.*