NON-CONTRACT ROLE DESCRIPTION

JD6205

ROLE TITLE:	Consultant, Organizational Development	**ROLE DESCRIPTION NO.:**	6205
DEPARTMENT:	People and Organizational Development	**HEABC REFERENCE NO.:**	18721354
REPORTING TO:	Manager, Learning & Organizational Development	**HSCIS CODE:**	06060
CLASSIFICATION:	NCEM/Range 8A	**JOB CODE:**	06060F

ROLE SUMMARY

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Director, Leadership and Organizational Development, the Consultant, Organizational Development provides strategic and operational leadership and partners with leaders at all levels of Island Health to strengthen leadership effectiveness, organizational capacity, workplace culture, and system performance. Grounded in an interactive and generative organizational development approach and an adaptive systems perspective, the Consultant functions as a strategic thought partner, coach, facilitator, and capacity builder, fostering meaningful dialogue and adaptive change processes that enable leaders and teams to navigate complexity, address organizational challenges, and advance strategic priorities. Working collaboratively with leaders, Human Resources, and key interest holders, the Consultant builds trusted partnerships, serving as the primary Organizational Development resource for client groups and supporting them to explore systemic patterns, surface diverse perspectives, strengthen leadership accountability, and co-create context-specific approaches that promote learning, adaptability, employee engagement, and sustainable results. The Consultant also contributes to the strategic planning and operational priorities of Leadership and Organizational Development, leads and supports corporate initiatives, represents Island Health on internal and external committees, and fosters collaborative partnerships across the health authority and broader healthcare system.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority in accordance with the service assignment and may require the use of a personal vehicle.

DUTIES AND RESPONSIBILITIES:

1. Partners with leaders and colleagues to understand and analyze complex organizational and program issues, clarify objectives, and develop strategies to enhance individual, team, program, and organizational effectiveness.

2. Provides consulting and coaching to leaders and organizational partners on leadership effectiveness, organizational culture, employee engagement, team development, organizational change, and other organizational development opportunities.

3. Coaches leaders in applying leadership competencies and developing their teams including facilitating learning conversations that support reflection, accountability, engagement, and performance.

4. Designs, develops, and facilitates courses, programs, and organizational development interventions using a variety of learning and training modalities to meet organizational and client needs.

5. Facilitates processes that support team development, strategic planning, visioning, culture development, leadership alignment, and change and transition management.

6. Applies systems thinking, adaptive principles, and Organizational Development approaches to support leaders and teams in addressing complex organizational challenges and navigating change and uncertainty.

7. Develops and implements strategies to reinforce learning and support the application and integration of knowledge, skills, and behaviours in the workplace, ensuring alignment between learning and organizational development initiatives.

8. Delivers training and facilitates learning experiences, evaluating program quality, effectiveness, and impact to support continuous learning and organizational improvement.

9. Builds organizational capacity by supporting leaders and teams to strengthen leadership, collaboration, accountability, conflict resolution, dialogue, engagement, and ability to navigate complexity and change.

10. Researches and monitors emerging trends and practices in learning and development, organizational development, leadership, workplace culture, engagement, change leadership, and systems theory, assessing their relevance and potential organizational benefit.

11. Builds and maintains partnerships with internal and external interest holders, educational institutions, professional associations, and health authorities to support collaboration, knowledge sharing, and best practices.

12. Represents Leadership and Organizational Development and Island Health on corporate, regional, provincial, and national committees, working groups, and partnership initiatives.

13. Evaluates organizational development and learning initiatives using qualitative and quantitative approaches to assess outcomes, effectiveness, and organizational value, and uses findings to inform continuous improvement.

14. Provides expertise, advice, and recommendations to committees, working groups, and organizational partners, and shares knowledge and emerging practices across the organization.

15. Leads and contributes to organizational development, learning, and organizational initiatives and projects as assigned

16. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

A level of education, training and experience equivalent to a Master's Degree in Organization Development, Organizational Psychology, Organizational Behaviour, or a related field combined with five (5) years of recent, related experience in organizational development, organizational effectiveness, or change leadership.

Skills And Abilities

- Advanced knowledge of Organization Development theory and practice, including systems thinking, complexity, appreciative inquiry, and adaptive leadership.
- Exceptional coaching, facilitation, consultation, and group process skills with the ability to establish trust and credibility across all organizational levels.
- Proven ability to navigate ambiguity, complexity, organizational change and competing priorities while supporting leaders and teams.
- Skilled in strategic dialogues, and collaborative engagement processes fostering accountability
- Ability to assess organizational needs, identify patterns and opportunities, and develop context-specific interventions that support organizational effectiveness and employee well-being
- Strong political acuity and ability to work effectively within large, complex systems.
- Knowledge of the LEADS in a Caring Environment Framework
- Strong analytical, reflective, evaluation, written and verbal communication skills.

- Proficiency with learning technologies, Microsoft Office applications, virtual platforms, and other relevant software applications.
- Valid Class 5 British Columbia drivers license.
- Physical ability to carry out the duties of the position.