

Career Opportunity

Strategic Organizational Development Manager

Salary Range:
\$72,060 – \$87,972 DOE

The County of Santa Barbara is seeking a practiced organizational development and training professional who brings a high level of enthusiasm, energy, business savvy and charisma to our management team. We are looking for an individual who has helped organizations grow a customer-service culture, and increased demonstration of organizational values throughout the workforce.

If you have a proven track record designing and managing training and development programs that are strategically aligned with the organization's business objectives, and excited about helping others be the best they can be in their given occupations through targeted training and development programs, *then this job is right for you!*

The County Organization

Santa Barbara County government is a service-oriented organization with an \$800 million budget. The County has 23 departments, and a workforce of approximately 4,200 employees. As the Strategic Organizational Development Manager, you report directly to the Assistant Human Resources Director for the [CEO/Human Resources Department](#).

Apply Today:

Send your resume and cover (optional) to Wendi Brown at:

wendi@wbrowncreative.com

Or Fax to: 1-866-224-1423

Questions: 541-858-0376

Human Resources, a department within the County Executive Office, partners with the County Executive Officer, the Board of Supervisors, County departments, and employees to increase organizational capacity and effectiveness. The Department works to align the County's workforce and business systems with the organization's business needs by setting and achieving high expectations and employing modern human resource practices. As part of this team you will lead the County's strategic organizational development as manager of the [Employees' University \(EU\)](#). The EU facility is located approximately 5 miles north of downtown Santa Barbara and provides training and development opportunities throughout the year. Currently, the County is conducting an extensive needs assessment as part of an effort to revitalize the curriculum and ensure the competencies required to provide quality service are being developed throughout the workforce. As the EU manager, you will play a vital role in leading this change initiative and running the operations of the EU.

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Portrait of the Ideal Candidate

Managing the EU offers an exciting opportunity to demonstrate your talent designing and implementing strategic training and organizational development programs and practices. Your efforts will improve business strategies, structures, culture, processes, achieve business objectives, and grow a customer-service culture within the organization. You will revitalize and expand the EU's current services, build and improve our learning community, and capitalize on innovative learning methods in leadership development. In addition to administrative responsibilities regarding budget and staff, operations, expenditures, and negotiation of contracts, this position (currently under consideration as an at-will position) supervises 2 staff and works with approximately 90 employee trainers and partners in the academic community.

As the Strategic Organizational Development Manager, you will:

- Establish and engage stakeholders and educational institutions in co-creating a knowledge and learning environment that significantly impacts our organization.
- Communicate with staff on a variety of organizational levels, to generate enthusiasm and support for new programs, and change initiatives.
- Support the design of organizational conditions to grow a customer-service culture and increase demonstration of the County's ACE values (accountability, customer-focus, and efficiency) within the organization.
- Demonstrate business acumen necessary to effectively manage resources, prepare and manage a budget, and make decisions.
- Design creative adult learning vehicles and facilitate a variety of small-group and large-group training methodologies.
- Develop tools to measure skill attainment, ROI, trainer and training quality.

To be successful in achieving these goals, the ideal candidate demonstrates the following leadership competencies:

- **Intensity** by successfully creating and leading changes that result in revitalizing the Employee's University in support of the organization's ACE Values and customer service orientation.
- **Influential leadership** by effectively engaging others in undertaking and completing challenging projects, aligning his/her own activities and priorities with those of the organization, and creating a modern and responsive Employee's University environment.
- **Ethical Leadership** by treating others fairly and with respect, and incorporating ethics and values into training curriculum.
- **Commitment** to customer service, delivery of best services possible, and integrating the customer service concept into organizational development and training programs.
- **Interpersonal leadership** in style and approach that builds rapport, and supports the goals of the organization.
- **Resiliency** with appropriate flexibility and confidence, necessary to overcome issues and obstacles impacting the organization's employee development and workforce planning programs.
- **Craftsmanship** in the delivery of highly creative products designed to produce measurable improvements in the organization.

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The Community

Santa Barbara is one of the most beautiful areas in California. The County of Santa Barbara hugs the southern California coastline, 100 miles northwest of Los Angeles, and adjacent to San Luis Obispo and Ventura counties. The region offers a paradise-like setting for tourists, vacationers and more than 415,000 residents. Santa Barbara County treasures more than 50 miles of scenic coastline, beautiful valleys and rugged peaks cresting to 6,800 feet. The County's spectacular 2,774 square miles embrace a national forest, Vandenberg Air Force Base, eight cities, several unincorporated communities, and substantial open space.

The Employee's University is just north of the County's administrative headquarters located in downtown Santa Barbara. Santa Barbara offers a vibrant Old Town with pedestrians, bicycles, electric shuttles bringing life to outdoor cafes and beautiful paseos. A wide variety of colleges, universities and professional schools, including the University of California, Westmont College, Santa Barbara City College, Allan Hancock College, and the Music Academy of the West are located in Santa Barbara.

Salary and Benefits:

The County of Santa Barbara offers an excellent work environment that includes flexible scheduling plans, a highly competitive benefits package and an organizational mission that cultivates employee excellence. [Click here to review your Benefits Package.](#)

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Desirable Qualifications Include:

- A Bachelors or Masters degree in HR Management, Organizational Psychology, Organizational Development, or other related Human Resources field.
- Proven track record in leading and managing organizational training and development programs.
- [ASTD](#) Certification in professional development, leadership, managing organizational knowledge, facilitating organizational change, or other similar certificate programs.

How to apply information:

This recruitment will remain open until filled, or until the County has received enough qualified candidates. This is a resume-only recruitment; therefore, applicants applying do not need to complete a County application at this time. Successful candidates may be asked to complete an application at a later date.

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The County of Santa Barbara is an Equal Employment Opportunity Employer.