

# Organizational Development Manager



## ORGANIZATIONAL DEVELOPMENT MANAGER ROLE DESCRIPTION

The Organizational Development Manager contributes to the creation of a world-class staff and flourishing culture by ensuring that all human resources across CHCC and CHCS are in alignment with the character, chemistry, culture, competence and calling desired of staff; by supporting the hiring, transitioning and evaluation of CHCC and CHCS staff; by partnering with the Executive Pastor to build a culture for spiritual and professional growth and supporting the creation and delivery of systems, tools, training and resources toward that end; and by leading, developing, and directing the Organizational Development staff and volunteer teams for maximum impact.

## RESPONSIBILITIES

Provide Strategic, Effective, Inspiring Leadership for Human Resources Staff

Collaborate with Managers to Hire Top Talent that Accomplishes the Mission and Builds Our Culture

Partner with Managers to Onboard CHCC and CHCS Staff

Promote Staff Development through Effective Performance Management

Lead and Execute an Annual Compensation Adjustment Process

Deliver High-Caliber Staff Development and Appreciation Resources and Events

Oversee the Organizational Development Operating Budget

Consult with the Controller on Benefits, Employee Handbook, and HR Matters

Conduct Exit Interviews to Identify Cultural Strengths and Growth Opportunities

Lead the Department to Recruit a Highly Effective Volunteer and Advisory Volunteer Team

Model a Growing and Vibrant Relationship with Christ

- Pursue full devotion to Christ and live the life we are inviting others to live
- Embody other-centered, servant-leadership in all interactions

Demonstrate Commitment to Cherry Hills Community Church

- Pursue church membership and uphold the four commitments of active membership
- Join and be a regular, active participant in weekend services
- Accept and uphold CHCC's Essentials of Our Faith

**POSITION TYPE:** Full-Time, 40+ hours/week

**SUPERVISOR:** Executive Pastor