

# Job Title: Organizational Development Consultant

## INDEPENDENT ELECTRICITY SYSTEM OPERATOR (IESO)

<b>Requisition ID:</b>	17881
<b>Location:</b>	Toronto - Hybrid
<b>Temporary Assignment:</b>	Regular
<b>Business Unit:</b>	Human Resources

### Why join us?

You've got great skills. And you want to use them in an organization where you know what you do every day matters. We get that.

We also know that ensuring Ontarians have access to affordable and reliable power doesn't happen by accident. So we give you the tools, flexibility and support you need to achieve your goals, and development opportunities to help you grow. You'll thrive in a collaborative, team-based environment that values your unique skills and experiences – and recognizes that when you do better, we become even better too.

### Who we are

The Independent Electricity System Operator (IESO) works at the centre of the province's power system, ensuring Ontarians have access to reliable and cost-effective electricity when and where they need it. We operate the province's electricity grid 24/7, design, run and oversee the wholesale electricity markets, and plan and prepare to meet Ontario's electricity needs – now and into the future.

### The opportunity

The Organizational Development (OD) Consultant leads the design, development and delivery of OD programs and initiatives to enhance individual, team and organizational capacity and effectiveness. As a member of the Talent Management team, this position will consult, coach and facilitate in areas such as leadership, employee engagement, performance and talent management, and equity, diversity and inclusion. This position will play a key role in supporting and inspiring a positive employee experience, and developing a strong organizational culture in alignment with the IESO's values.

### What you'll do

- Provide organizational development guidance, advisory and consultative services to develop capability and effectiveness aligned to the IESO's strategy, values, and competencies.
- Provide leadership to the business and HR partners in the analysis, design, development, customization and evaluation of organizational development initiatives that enhance the employee experience at different stages in the employee lifecycle.
- Identify opportunities to improve the employee experience at the IESO, considering areas such as: growth opportunities, relationships, and employee connections to their work, their co-workers and leaders, and to the vision of the IESO as a whole.
- In collaboration with the Talent Management leadership team, lead the IESO's employee feedback programs, analyzing results and developing recommendations, programs and services, as applicable, based on feedback obtained. Present recommendations to leaders and

teams, create commitment to action plans, and follow up on progress to increase employee engagement and support for the IESO's strategy and mandate.

- In consultation with the Manager, Employee Experience and Culture, develop and implement an annual action plan that supports the IESO's equity, diversity, and inclusion journey. Promote a culture that recognizes equity, diversity and inclusion priorities through education, programs and initiatives, and ensure best practices and meaningful approaches are integrated into all aspects of the employee experience Identify metrics and measure progress on the equity, diversity, and inclusion annual action plan.
- Determine initiatives and metrics that will advance organizational effectiveness. Examples may include facilitation of organizational alignment meetings, identification of programs that support IESO's values, and assessment and recommendation of work models.
- Facilitate the execution of the annual performance management process, including developing communications and guidance for employees and leaders; monitoring the completion of process steps and following up with HR Business Partners and leaders; developing webinars to enhance effectiveness of leaders and employees' completion of process steps; facilitating the calibration process; and leading data gathering and management actions in audits.
- Support the Director, Talent Management with the Talent Review Process including administering and analyzing questionnaires to identify high potentials; collaborating with leaders on the completion of process steps; documenting development objectives for succession candidates; and drafting materials for the Executive Leadership Team.
- Perform statistical analysis of different data sets such as employee surveys, performance data, talent review data, etc.

### **What you need to succeed**

- Undergraduate degree required, preferably in Organizational Development, Psychology, Human Resources or related field; graduate degree is an asset.
- A minimum of 5 years of experience in organizational development or talent management at the corporate level.
- Strong knowledge of current organizational development theory, methodologies and tools, including change management, systems thinking and team development.
- Ability to deal with sensitive/ confidential issues and data relating to HR functions which may include personal performance, effectiveness, and development information. May involve some dispute related activities, e.g. providing performance data for personal improvement plans.
- Excellent interpersonal and communication skills (written, verbal and presentation).
- Excellent influencing skills, relationship building, business acumen and client focus.
- Organizational savvy, adaptability, flexibility, and ability to deal with ambiguity.
- Ability to work independently and also within a team environment.
- Demonstrated coaching, consulting and facilitation skills.
- Sound analytical, problem solving and negotiation skills with an ability to understand broad Human Resources issues and opportunities.
- Knowledge of statistics including correlation, multiple regression, canonical correlations, etc.
- Strong time and project management skills.

### **Nice to have**

- Other certifications, licenses or designations in coaching, facilitation or related field.
- Experience with Success Factors HRIS system.

### **What's in it for you**

- A comprehensive total rewards program, including best-in-class benefits and a flexible workplace
- A challenging, fast-paced and collaborative team environment, where your perspectives and

experiences matter

- Leaders who support your growth and success through regular feedback and coaching
- The opportunity to work with some of the brightest minds in the industry

For future reference, please ensure to save a copy of the job description as it will no longer be available once the posting closes.

**Deadline:** September 6, 2022

At the IESO, we know that achieving great results depends on embracing diversity by attracting, developing and retaining people from a wide variety of backgrounds. We do this by ensuring our recruitment and advancement policies are fair and equitable, and by creating an accessible and inclusive environment – one that values every team member’s unique skills and experiences and ensures they have the support they need to achieve their potential. If you require accommodation during the recruitment process, please let us know.

We thank you for your interest in a career at the IESO, but we will only contact those candidates selected for an interview.

Note: The successful candidate must be eligible to work in Canada and will be subject to a background check.

The IESO commenced its 6 month Hybrid Work Model Pilot Program on March 28th, 2022. The Model allows for remote working up to three days per week, based on business needs. When working in the office, you will be located at Toronto

### Join our talent community

Sign up for talent community; stay in touch, find out about new opportunities – and discover how you can make a difference. Discover how we use our expertise and commitment to deliver reliable and affordable electricity to Ontario’s businesses and communities, and how we’re innovating to secure a stronger energy future for all Ontarians. Visit [Careers at IESO](#) and be sure to follow us on [LinkedIn](#).

Find out [why we were selected as Greater Toronto’s Top 2022 Employers](#), and what we offer.

