

Join a team who cares about excellence

ASSISTANT DIRECTOR, TALENT SOLUTIONS

HUMAN RESOURCES DEPARTMENT

BHB ensures the highest in quality health care through service excellence, education and leadership. We seek qualified, highly motivated, and experienced professionals to work in a supportive but demanding environment.

Under the leadership of the VP, Human Resources, the Assistant Director, Talent Solutions is responsible and accountable for the delivery of services in organization development, performance management, organization design, and leadership development. The Assistant Director, Talent Solutions is responsible for driving and supporting the assessment of organizational needs and the design, implementation and evaluation of programs that facilitate the professional development and continuous learning of team members, particularly executives and emerging leaders. The Assistant Director will also be responsible for operational management of the Employee Health and Safety function.

Key responsibilities include:

- Manages, mentors and develops the Talent Solutions team and the Employee Health and Safety Team enabling knowledge transfer and capability building for the Advisors and the EHS Manager
- Executes Talent Solutions strategies, assesses organizational development needs of operating, business and clinical units and designs appropriate employee interventions
- Leads the design, development and implementation of programs policies and strategies tailored to meet OD needs and program goals. Design and execute key programmatic elements of the OD process
- Assists with the provision of expert facilitation and coaching to supervisors and managers regarding OD methods and tools, and conflict resolution. Works in consultation with the Employee Relations team
- Accountable for executing the organizational design process that supports the effective transformation of BHB services or department structures
- Designs and oversees the development of functional assessments that support organizational re-design changes
- Executes strategies for the organization's Occupational Safety and Health programs through the EHS Manager and Occupational Health & Safety Committee

Qualifications &/ Registration required:

- A Master's degree in Business, Human Resources or equivalent, with post-graduate studies in Human Resources, Organizational Development, or a related field is required
- A minimum of 8 years experience in a healthcare, finance or international business environment, to include a minimum of 4 years' demonstrated leadership and success in delivering talent solutions programs
- Proficient with operational and practical execution of performance management, succession planning, occupational health and safety , change management, and organizational design programs
- Certified as a SHRP, CHRL or equivalent and possess membership in good standing with the appropriate professional organization, if applicable

Closing date for applications is May 27, 2018. Pre-employment substance abuse screening is mandatory for all successful candidates

If you want to make a difference, and if your experience and qualifications match the above criteria,

visit www.bermudahospitals.com, and apply through BHB Jobs NOW.

Select "Work at BHB" and follow the steps.



Bermuda Hospitals Board

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