

# Join a team who cares about excellence

## Advisor - Talent Solutions

**Talent Solutions**

**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.

### **Key responsibilities include:**

- Serves as an advisor in the business planning process, ensuring alignment between strategic plans, operational plans and employee performance appraisals.
- Improves working relationships and team function through the sourcing and/or designing and facilitation of programs that support Sections and Departments.
- Functions as a resource for engagement and information gathering using appropriate change management strategies that ensure successful and lasting change with a focus on sustainability and agility.
- Aids in the design and promotion of the employee opinion survey and pulse surveys, analyzes and presents results where needed, and provides recommendations for next steps.
- Provides internal coaching and support to Leaders and Managers.
- Conducts assessments of operations and design, makes recommendations for change, designs and implements new structures and processes in collaboration with clients.
- Provides whole system analysis, process reengineering and organisation development services in consultation with Leadership.
- Works with stakeholders to assess Organisational Development (OD) issues by exploring root causes and performance gaps and supporting the implementation of improvements.
- Builds an organizational culture that drives employee engagement.

### **Qualifications & Registration required:**

- Master's degree in Organisational Development, I/O Psychology, Business, Human Resources, Change Management or related discipline.
- Consideration may be given to those with an undergraduate degree supplemented by considerable experience in Organisational Development.
- Minimum of five (5) years of progressive experience in Strategic Human Resources, or Organisational Development is required.

**Closing date for applications is: August 16, 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](http://www.bermudahospitals.com), and apply through BHB Jobs NOW.**  
Select "Work at BHB" and follow the steps.



**Bermuda Hospitals Board**

Human Resources, Craig Appin House  
8 Wesley Street, Hamilton HM11, Bermuda  
Tel: (441) 239-2955  
[www.bermudahospitals.com](http://www.bermudahospitals.com)

VISION:  
EXCEPTIONAL CARE.  
STRONG  
PARTNERSHIPS.  
HEALTHY  
COMMUNITY.

Join