



## **Baltimore Police Department**

### **Position Announcement**

# **Organizational Development Advisor (Contractual)**

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The Baltimore Police Department (BPD) is seeking a dynamic professional to fill a contractual position to assist the department in recognizing current trends in performance management and creating the infrastructure to shift behavior to align with our stated mission and values. This position will aid staff with improving their professional and personal skills and maintain a systematic approach of communication among members to help shift the organization's culture.

#### **Responsibilities:**

- Administers assessments and analysis for new employees
- Participates in staff's growth reviews to encourage open communication and transparency
- Schedules one-on-one meetings with staff to maintain perspective of on-going or evolving issues
- Develops survey methodologies, including study specifications, survey instruments, and approaches to be used
- Performs statistical analysis and interpretive studies based on data collected
- Designs and conducts specialized, complex research studies to make major improvements to promotion procedures and policies for all BPD personnel in supervisory, managerial, and executive positions
- Conducts feedback and coaching sessions for BPD leadership
- Supports the design and development of programs and activities related to enhanced organizational development and effectiveness
- Documents and analyzes meeting data in order to prepare summary reports, including recommended implementation and changes
- Maintains and demonstrates knowledge of current trends in performance management, career mapping, assessment techniques, and instructional resources/technologies
- Builds relationships effectively both with employees and executive leadership, with an emphasis on confidentiality and building trust
- Takes full responsibility for the leadership, management, development and implementation of agency human capital workforce engagement, productivity, development, and human resources systems and application strategies, programs, activities, and policies,
- Ensures the alignment of such strategies, policies, and programs with the core skills and competencies required to accomplish the Agency mission, strategic goals, and desired performance outcomes.
- Provides agency-wide advisory, consultative, and technical services to HR staff and all levels of line managers on issues affecting the full range of HR management disciplines
- Supports the department in focusing on improving processes, stimulating efficiency, and providing consistency and uniformity, where appropriate, in assigned functional areas
- Establishes agency-wide policies, programs, and activities directed toward developing workforce skills and competencies, including leadership development, awards, virtual collaboration, succession planning, and managing the acquisition, use, and effectiveness of funding and facility resources requirements relating to agency-sponsored training and development
- Helps develop strategies around how to support and move the organization forward

#### **Education:**

The ideal candidates will possess a Master's degree in organizational psychology/organizational behavior/organizational development or related field and six to 10 years of experience. Related experience will be considered in lieu of education.

This Grant-Funded, Contractual position offers a competitive salary and benefits. Candidates under final consideration will be required to successfully complete the Baltimore Police Department background process.

Qualified candidates should submit a resume and letter of interest, noting the position of interest in the subject line, along with a salary history to [Kim.Stevenson@baltimorepolice.org](mailto:Kim.Stevenson@baltimorepolice.org). Position will remain posted until filled.

*The Baltimore Police Department is an Equal Employment Opportunity Employer*

[www.baltimorepolice.org](http://www.baltimorepolice.org)

TTY: 711

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