



Executive Brief:

Manager, Organisational Development

SRI Executive



SRI Executive
Search & Consulting

About Us

SRI Executive is a people-centred, values-driven organization. We appreciate the unique contributions of every one of our team members. We are looking for people who add to the culture of our team, not just those who are a 'culture fit'. Every individual contributes something unique to our team and together we are characterized by a strong team spirit and deep commitment to the work we do. Our team has co-created a set of values which represent what we care about and why.

We are committed: We are dedicated to consistently delivering for each other and for our clients. We create space to learn, grow, adapt, and innovate to meet the changing needs of our team and our clients.

We collaborate: Collaboration is at the heart of our organisation and its success. We build strong partnerships within our teams and with clients, working towards a common purpose.

We act with integrity: We maintain a high standard and adhere to personal and professional ethics. We build trusting and transparent relationships with our clients and with each other.

We are genuine: We recognize the individuality of our team. We believe that by valuing each person's unique addition to our organisation and creating space for them to be their authentic selves, we can realise the full potential of our people.

If these resonate, we would love to hear from you!





About Our Consulting Practice

Through our consulting practice, we work with clients to create successful and fit-for-purpose strategies, effective organisational development processes, and strengthened leadership and governance. Our clients are leading international development agencies and banks, foundations and NGOs, including the Global Green Growth Institute (GGGI), Asian Infrastructure Investment Bank (AIIB), WWF International, the Hewlett Foundation, the Global Innovation Fund, and the Green Climate Fund as well as various CGIAR centres.

As a Manager, OD you will lead a high-performing, integrated team which focuses on a wide variety of clients and delivers a range of assignments focusing on organisational design and development, as well as strategy, governance and leadership. You will have a diverse range of broad experiences which will give you continuous learning and development opportunities as well as a great sense of achievement as we create lasting impact for our clients.

This growing team focuses on building strong relationships which will ultimately help our clients reach their potential. Due to the variety of services we provide to our clients, the work requires a high level of adaptability, flexibility and innovation.





Role Purpose

As Manager, OD, you will play a central role in delivering exceptional service to our clients. You will support (Senior) Consultants in the design, delivery and facilitation of projects and proactively build subject matter and technical expertise for our clients. If you are a dedicated and intellectually curious organisational development professional interested in making a positive impact, we would love to hear from you.

Major Duties and Responsibilities:

Working in a team environment, and directly with our clients, the Manager, OD will deliver on the following main areas:

- Hold overall responsibility for your projects, including being the key client liaison.
- Manage teams delivering on multiple projects.
- Responsible for the design and development of methodological approaches and high-quality deliverables against tight deadlines.
- Lead facilitator with clients.
- Design of data collection approaches.
- Contribute to the development of internal processes and practices and keep up to date with key developments within the sector.
- Provide oversight to project management, client relationship management and proposal development.
- Lead on business development initiatives to grow our portfolio of OD projects and establish SRI Executive as a thought leader.
- Support to recruitment and performance management of project team.
- Line manage (Senior) Consultants and Analysts, as required.



Your Qualifications and Experience

We are looking for our new team member to bring experience in:

- 8-14 years of relevant work experience with extensive knowledge and mastery of OD theories, principles and techniques and/or experience in the global development or impact sector.
- Minimum of 4 years of relevant experience in change management and organisational development (i.e. operating model, organisational design) in consulting, social innovation, global development or a similar type of private sector experience; ideally with some experience of working within an international organisation.
- Qualitative and quantitative research methods, including desk research, focus groups, interviews, and surveys.
- Analysis and drawing insights from data to build impactful, strategic recommendations.
- Drafting high-quality presentations and reports with strong oral communication skills.
- Facilitation of workshops and meetings and delivering presentations to clients.
- Advanced degree in a related field (desirable).
- Project management: tools and processes (desirable).
- Statistical software and tools (an advantage).
- Experience working in hybrid and remote settings, flexing working hours to suit the time zones of clients.





About You

Ideally, you will be a strong and enthusiastic team player with an entrepreneurial spirit, comfortable working in a fast-paced environment, with excellent attention to detail and strong project and time management skills. Other desired attributes include:

- Strong analytical, problem-solving, and critical thinking skills.
- Strong attention to detail, well-organised and ability to deliver on time.
- Ability to analyse and make sense of data, turn insights into conclusions and create impactful strategic recommendations.
- A high degree of emotional intelligence and ability to interact with diverse teams and clients.
- Intellectual curiosity and rigour.
- Excellent communication skills with the ability to present information in an insightful and structured manner, both written and oral.
- High level of agility, eager to develop new skills and areas of expertise.
- Ability or willingness to contribute to business development.
- Highly proficient user of MS Office with a strong emphasis on PowerPoint and Excel.
- Familiarity with project management approaches, tools and phases of the project lifecycle.
- International approach and ability to work with a virtual team.
- Interest in the impact and global development sector.
- Prepared to work in GMT and EST time zones, flexing working hours to suit the time zones of clients.
- Flexibility to travel to client sites.



Join Our Team

SRI Executive offers career opportunities that are both intellectually challenging and have a positive impact on the world we live in. We partner with leading international mission-driven organisations to place and develop top leadership talent and co-create impactful strategies. By joining our team, you will be able to do what you are naturally good at, enhance your skills and knowledge, and continually grow and develop in your role.

The Manager, OD position is a full-time remote working role. Whilst applicants can be based anywhere, they must be prepared to work in GMT and EST time zones as well as travel up to 20% of the time. Please apply with CV and Letter of Motivation to The Hiring Manager at MODSRIConsulting@sri-executive.com.



Privacy Policy

Your privacy is important to us. You can view SRI Executive's Privacy Policy [here](#). Thank you in advance for your cooperation.



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