



STATE OF WASHINGTON

- OFFICE OF THE GOVERNOR -

ENTERPRISE STRATEGIC TRANSFORMATION CONSULTANT

THIS POSITION IS EXEMPT FROM CIVIL SERVICE

NOTE

OFM is a Non-represented Agency.

MAILING ADDRESS

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Employee Services
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EMPLOYEE BENEFITS

Washington state offers a competitive benefit package that includes vacation and sick leave; health, life, and disability insurance; retirement; social security; and leave for military service.

The Office of Financial Management is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, and disabled and Vietnam era veterans are encouraged to apply. Persons needing accommodation in the application process, or this job announcement in an alternative format, may call 360-725-0158 or the Telecommunications Device for the Deaf 360-664-3649.

SALARY \$88,000 - \$98,988 Annually, Plus Benefits

LOCATION Olympia, Washington

OPENS April 7, 2015

CLOSES Open Until Filled

The top candidates will be invited to an interview to determine the finalists for this position. Since the selection will be based on information provided by the candidates, it is in the candidate's best interest to address the mandatory and desirable qualifications of the job as they apply to their knowledge, skills, and abilities.

OVERVIEW

This position reports to the Director of Results Washington as a critical member of the strategy team leading state government transformation. The goal of the Results Washington team, housed within the Office of the Governor, is to improve government and state agency performance in delivering results that matter to Washingtonians. This includes dozens of measurable goals across five areas (1) World Class Education, (2) Prosperous Economy, (3) Sustainable Energy and a Clean Environment, (4) Healthy and Safe Communities, and (5) Efficient, Effective and Accountable Government.

DUTIES

The Enterprise Strategic Transformation Consultant works in collaboration with the Results Washington Goal Councils (each made up of 12-15 state agency directors, deputy directors, enterprise lean consultants and the Results Washington team) to:

Develop, implement, manage and evaluate transformation strategies to achieve an efficient, effective and accountable state government for Washingtonians;

Leverage, evaluate and expand upon current targeted strategies;

Create near-term and long-term improvement plans and timelines for implementation activities;

Develop, gather, analyze and report on performance metrics to demonstrate statewide results;

Incorporate leading practices in change management, strategic planning, leadership development, lean management and organizational development into long and near-term transformation plans;

Collaborate with agencies, experts, and private sector partners to help build people capacity for continuous improvement, including leadership behaviors;

Develop and communicate recommendations to senior leaders on strategy, prioritization, and resourcing;

Develop, implement and manage the adoption of the Results Washington's model for transformational change across all five goal areas. The model focuses building levels of maturity in development cultural change, people capacity, process improvement, value as defined by the customer, leadership behaviors, and management systems; and

Provide coaching, facilitation, training, and communication to effectively implement the Results Model.

DESIRABLE QUALIFICATIONS

The ideal candidate will have:

- Master's degree in organizational leadership, public administration, organizational development, business or closely aligned field;
- Minimum of five years' professional experience in developing and implementing large-scale projects and/or improvement efforts on change and/or transformation;
- In-depth familiarity with leading practices in change management, strategic planning, leadership development, lean management and organizational development;
- Strong facilitation and motivational skills;
- Experience partnering with senior leaders, with an ability to develop rapport, influence, and engage others;
- Pragmatic consultancy skills;
- Commitment to customer service;
- Work independently and as a member of a team;
- Possess a high degree of political sensitivity and confidentiality;
- Self-manage with little need for oversight;
- Excellent communication and interpersonal skills; and
- Work in a fast paced, complex environment.

PROCESS

Interested applicants should submit the following:

1. A letter of interest, describing specific qualifications for the position;
2. A current resume, detailing experience and education;
3. A list of at least three professional references with current telephone number; and
4. Personal Data sheet www.ofm.wa.gov/jobs/datasheet.doc

Please send completed application packets by mail, fax, or email to:

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