



The following position is currently available with Ameren's Leadership & Organization Effectiveness Department:

LEADERSHIP AND ORGANIZATION EFFECTIVENESS CONSULTANT

About Ameren

St. Louis based Ameren Corporation (AEE) is among the nation's largest investor-owned electric or gas utilities with approximately \$24B in assets. Ameren is the largest electric utility in Missouri and the second largest in Illinois. Ameren's 9,000 employees provide energy services to 2.4 million electric customers and 1 million natural gas customers throughout its 64,000 square mile territory. Learn more at www.Ameren.com.

About the Position

The Leadership and Organization Effectiveness (L&OE) Consultant will lead the design, delivery and program management of learning and leadership development opportunities. This role will report to the Manager of Learning & Development and work closely with other key stakeholders to ensure work is aligned with Ameren's overall culture and strategy. They will elevate Ameren's overall focus on onboarding as a strategic element of our co-worker experience. Critical to success will be effective working relationships with L&OE team members, Ameren leadership and HR partners. In addition to the above, key responsibilities include:

- Lead the strategy, revamp design and execution of Ameren's onboarding programs to ensure a meaningful and differentiated co-worker onboarding experience aligned to Ameren's culture and strategy.
- Engage in the design and implementation of Ameren's learning and leadership development strategies in alignment with Ameren's strategic workforce initiative.
- Lead the design and execution of Ameren's learning and leadership development programming including core leadership, high potential leadership and competency based development.
- Manage external vendor partners who are engaged in aspects of Ameren's learning and leadership development programs.
- Draw on knowledge and skill in consulting, organization development, leadership development, measurement and evaluation to design, implement and evaluate impact of learning interventions.
- Create and manage work plans, communication and sustainability processes to support growth and development related initiatives.
- Champion and model thinking and behavior aligned with Ameren development philosophies and culture.
- Stay current on research and practices in learning and leadership development. Deepen expertise within the team and transfer practices to clients and HR partners.

Qualifications

A Master's Degree in Industrial/Organizational Psychology, Organization Development, HR Management, MBA or a related discipline required. Five or more years of relevant professional level experience (e.g., leadership and organization development, program design and management, high potential development) required.

In addition to the above qualifications, the successful candidate will demonstrate:

- a solid understanding of business concepts and strategic alignment
- a pragmatic approach to achieving results
- strong communication and presentation skills
- the ability to build relationships and work effectively with leadership
- the ability to prioritize and manage multiple projects

Join our team as we strive to achieve our vision – "Leading the Way to a Secure Energy Future".

Apply online via our website www.ameren.com (job opening #18044)

Questions may be directed to Amy O'Neil, Executive Recruiter, aoNeil@ameren.com

