



Principal Organizational Development Advisor

Montreal - Full-time - 743999965116743

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As a Principal Organizational Development Advisor, you'll play a key role in guiding and implementing strategic initiatives aimed at enhancing the employee experience, increasing efficiency, and strengthening the culture within Ubisoft's Canadian studios.

A member of the Organizational Design and Communities team, your primary mission will be to design organizational development projects that align with the needs of our structure and development strategies, taking into account the specificities of our various business communities.

You'll lead complex projects, providing valuable expertise in OD, talent management, leadership, change management, and employee engagement. Working closely with senior management, production experts, and talent teams, you'll contribute to the creation and implementation of programs that promote innovation, continuous improvement, and the overall success of Ubisoft.

What you'll do

- Develop and implement organizational development strategies aligned with the company's key objectives.
- Lead and support organizational change initiatives by assessing needs, identifying gaps, and implementing effective solutions to facilitate a smooth transition.
- Design and evaluate development programs aimed at enhancing employee skills, strengthening the entire organization.
- Provide leadership advice to executives and video game production experts to improve performance and foster growth.
- Create innovative engagement strategies to cultivate a positive organizational culture, promoting values such as diversity, equity, and inclusion.
- Use data and analyses from talent and production intelligence teams to measure the impact of organizational development interventions to inform strategic decisions.
- Collaborate with talent teams, management, and other stakeholders to align organizational development initiatives with broader HR and company strategies, ensuring harmony.
- Stay up to date on the latest trends and best practices in organizational development, proactively integrating them into the company's strategies.

What you bring

- Several years of practical experience in organizational development, with a track record of

implementing organizational change initiatives

- Problem-solving skills to identify challenges within the organization and develop creative solutions
- Expertise in change management methodologies, demonstrating the ability to navigate resistance and facilitate smooth transitions
- High ethical standards and confidentiality, especially when dealing with sensitive issues within the organization
- Solid leadership and interpersonal skills to effectively influence and guide leaders and teams + excellent listening skills and a team-oriented mindset
- Mastery of data analysis and interpretation to assess organizational needs and measure the impact of interventions
- **Excellent written and oral communication skills in both French and English, especially for conveying complex ideas and solutions clearly**
- Ability to manage multiple projects simultaneously, set priorities, and meet deadlines

Ubisoft's teams of 19,000 people in more than 30 countries around the world are united by a common mission: to enrich the lives of gamers through original and memorable gaming experiences. Their energy and talent have brought to life many acclaimed franchises such as Assassin's Creed, Far Cry, Watch Dogs, Just Dance, Rainbow Six and many more to come.

Ubisoft is an equal opportunity company and believes that diversity of backgrounds and perspectives is essential to creating worlds where everyone can flourish and express themselves.

Working at Ubi MTL means enjoying a workplace that sparks creativity and fosters connection. We offer a collaborative space focused on career advancement, learning opportunities and well-being (our great benefits are a testament to that!).

If you're enthusiastic about taking on exciting challenges, harnessing the latest technologies and being part of the future of entertainment, join us in creating the unknown.

At Ubisoft, you're welcome just as you are. We welcome diversity in all its forms. We are committed to fostering an inclusive work environment that respects all differences.