



JOIN A DYNAMIC LEADERSHIP DEVELOPMENT TEAM

and apply state-of-the-art practices to prepare future leaders!

The Aerospace Corporation in El Segundo, CA seeks a specialist with expert knowledge of coaching, adult development, leadership development, and organizational development. The central focus is adult development/ learning and coaching in an organizational setting. Join us in this exciting capacity:

INTERNAL DEVELOPMENT COACH

You will provide professional developmental, executive, and onboarding coaching services, including screens for appropriate referrals. Administer and interpret assessments such as Myers Briggs, Lominger's VOICES 360-degree feedback, and learning style/tactics instruments; create and implement individual development plans; provide ongoing coaching and communication with participants and stakeholders; assess and report on progress; provide assimilation/orientation programs for new managers and executives.

Additional Responsibilities:

- Develop and facilitate leadership development programs/projects and implement strategies with Director, Succession and Performance Management. May include implementing organizational culture studies related to leadership and development.
- Characterize key job positions from a developmental standpoint, and perform competencies research.
- Provide organizational development services including teambuilding, assessing group dynamics, and assisting teams with change management.
- Facilitate Succession Management including planning sessions, collecting, updating, and organizing candidate information, and assessing diversity statistics.
- Identify and tailor state-of-the-art best practices related to departmental services.
- Create and deliver tools and training; design and implement employee surveys; author articles in newsletter for managers; assist with department website;
- Assist with the administration of corporate performance management processes.
- Develop impact measurements and studies for department programs.

Qualifications

- Advanced degree (PhD preferred) in Organizational Behavior/Leadership/ Effectiveness/Development, or Industrial and Organizational Psychology, or other related advanced degree.
- 10 years of progressively responsible experience.
- Coaching certification from an accredited ICF school.
- Experience working with engineers and scientists, and familiarity with succession planning and performance management a plus.
- Proficiency in MS Office suite.
- Ability to travel 4-6 times per year to East Coast for several days at a time is required.

We offer company-paid medical and dental care; prescription drug plan; life insurance; disability insurance; sick leave; retirement plan; vacation; educational assistance; education gift matching; pay for jury duty and military leave; optional participation available in voluntary annuity plan, survivor annuity plan, survivor income plan, and personal accident insurance.

Applicants are subject to a security investigation for access to classified information.

To apply for this position, please submit your resume indicating **Job Code AJ7-0607** to: **The Aerospace Corporation, HR, Professional Placement, M3/050, P.O. Box 92957, Dept. ZL7-0581, Los Angeles, CA 90009**, or email mary.c.melton@aero.org Equal Opportunity Employer.