



Job Title: Organizational Developer

Reports to: Controller

Summary:

We are seeking a talented individual to serve as an Organizational Developer, performing a variety of value-added services to our growing company.

The Organizational Development Advisor role handles many aspects of an employee's experience at CCT. In this role you will serve as an employee advocate, improving our employee experience, contribute to the development of employees, and work to identify the right, next employee.

[Resumes can be submitted to careers@casinocashtrac.com](mailto:careers@casinocashtrac.com)

Essential Duties and Responsibilities:

Career Development

- Work with Directors & Leads and interview employees, to identify and capture employee skill levels.
- Obtain, organize, and utilize courses or resources for improving employee skills.
- Build individual training plans for targeted skills to further their career development.
- Track employees on their personal planned course completion.

Employee Relationships

- Create performance improvement programs to solve behavioral and skills gaps. This can include advising on measurements for when an employee should be terminated.
- Advise on the performance review process.
- Advise on needs for external help with employee issues (wellness, mental health, etc.).
- Help with conflict resolution between employees.
- Help design/augment the mentorship program.

Talent Acquisition

- Develop relationships with campus' Career Services, faculty, and student organizations.
- Collaborate with marketing to create a brand/message for CCT to students and prospects.
- Maintain role profiles
- Assist in defining the interview process for various roles within the company
- Coordinate with outsourced recruiting firms.
- Perform initial interviews with potential candidates.



Additional Responsibilities

- Advise executives and senior managers and recommend efficient and cost-effective solutions for identified challenges.
- Evaluate software solutions for HR/OD issues.
- Push for execution on results of surveys and one-on-one feedback from employees

Further Expectations of Role:

- Disciplined in approach to work towards project completion and timelines.
- Ability to multi-task and manage more than one employee simultaneously.
- Ability to effectively formulate and communicate ideas.
- Conduct regular or special employee one on one check-in meetings

Qualifications:

- Bachelor's Degree in Human Resources or experience in the HR organization
- Excellent written and oral communication skills, technical writing skills
- Ability to work as part of a project team structure
- Proactivity should be one of your super powers
- Travel Expectations: less than 10%
- Ability to pass stringent background investigations required

About Casino Cash Trac:

Based in Tulsa, Oklahoma, Casino Cash Trac develops and distributes the industry leading product, Casino Insight, to manage the casino's accounting operations and analytical needs. Casino Cash Trac brings Insight into the casino's operations, from the floor to the vault and all the way to the general ledger.

Our company has a high-performance culture, built around passion for our clients' success and professional growth for our employees. Our unique culture enables people to contribute and have fun doing it. With its planned growth, CCT can offer its employees the opportunity to grow both personally and professionally in the fields of technology, service delivery, training or management.

Since its beginnings in 2012, Casino Cash Trac has helped over 200 casinos across multiple countries to advance towards operational excellence, maximize productivity and efficiency. Ranked on *Inc. 500's* top list of Growing Companies, our company's employees demonstrate and provide outstanding customer and employee relations.