

Director – Organizational Development

Imagine If . . .

You could be responsible for leading the development of our most important resource, our people, at our innovative, growth minded employee-owned company.

You were challenged to grow while challenging others, finding great enjoyment in what you do and were a significant part of something much bigger than you.

You could leave an indelible legacy mark on our company and our industry through the people your life impacted.

We . . .

Are an employee-owned company that has been a proud part of the American building materials industry for over 50 years. With a storied history of innovation, some say it's in our DNA. We agree. From product to brand, to sourcing to customer-centric solutions, we are constantly asking the “what, why and how” questions that others do not.

Our customers include the finest household names in the LBM, Roofing, Home Center, Distribution and STAFDA segments of the building industry. Whether they are National in scope with multiple locations or a single location staple of a local community, we consider it a privilege that our three proprietary brands, CAMO, Pro-Fit and STINGER, can support them nationally and globally.

Our culture is characterized as . . .

- Servant focused and growth-minded.
- High standard embraced by a dedicated team of employee-owners who enjoy the fruits of hard work while having a “bit of fun” along the way.
- Driving a pattern of growth resulting from the intentional investments in the development of our people.
- Founded on Four Cornerstones, 8 Character Traits and a simple operating philosophy of *Serve • Better • Value • Fun*. These work for us.

Your Assignment . . .

Is to work closely with our President / CEO and staff to help design, implement and facilitate the intentional leadership and professional development initiatives that enable our employee-owners to be at their best!

Specifically, you will . . .

- Design our employee development processes which facilitate all people development initiatives.
- Facilitate the understanding of and growth in workplace / culture engagement related to key growth initiatives.
- Direct leadership and OD projects from establishing project goals and scope, defining and securing resources, project implementation, communication, and lessons learned.
- Design and implement an on-boarding curriculum which encompasses our “series of first” philosophy.

So if you are you an adventurous, proven leader that . . .

- Aligns with our servant-based culture and has a growth mindset.
- Gets charged up on developing and guiding others to be at their best.
- Has the ability to inspire others to model our Eight: Servant Leadership, Integrity, Sound Judgment, Courage, Curiosity, Discipline, Energy-Giving, and Mentoring.
- Has done this before for a minimum of 10 years. We are not seeking beginners.

Contact us at careers@nationalnail.com and invite yourself into the most impactful, life-changing assignment you will professionally have.