

# Organizational Development and HR Consultant

**Do you thrive on helping organisations evolve — strengthening leadership, trust and wellbeing?  
Are you skilled in turning organisational challenges into meaningful change processes that make people and structures work better together?**

**Then you might be the person to help Oxfam Denmark build the next chapter of our organisational development journey.**

## **About the position**

Oxfam Denmark is on a transformation journey — clarifying our leadership approach and strengthening our internal collaboration to enhance effectiveness, wellbeing and alignment across the organisation. As an internationally operation NGO, we strive to strengthen our voice and shift power and resources to our partners.

You will join our People & Organisation team and report to the Operations Director, while also working closely with the Secretary General and management. You will collaborate across departments and facilitate the work in the OHS Working Group and the Cooperation Committee. Your role is focused on internal facilitation — enabling leaders and teams to translate concepts such as wellbeing and feminist leadership into everyday practices that strengthen the organisation as a whole. You will contribute to building stronger management cohesion, supporting departments to thrive, and anchoring an organisational culture based on trust, cooperation and clarity.

## **Your key responsibilities**

As Organizational Development and HR Consultant, you will:

- Facilitate leadership and organisational development, including seminars, workshops and sparring to strengthen management cooperation, strategic alignment and trust.
- Support managers in building thriving teams, wellbeing, conflict management and planning processes — based on the working community approach.
- Contribute to organisational change processes and follow-up on Oxfam Denmark's Transformation Ambitions and #ShiftingPower agenda.
- Facilitate the OHS working group and the Cooperation Committee, ensuring focus on wellbeing and organisational culture.
- Drive the rethinking and implementation of the Workplace Assessment (WPA), pulse surveys, and the new staff dialogue (MUS) concept.
- Drive change-related HR processes, specific HR cases and HR development in close collaboration within the HR team and provide HR sparring with the management.

## **Your profile**

We are looking for a consultant who combines strong facilitation skills, organisational understanding, and a genuine interest in leadership and wellbeing. We imagine that you have:

- Documented experience in organisational development, change management or HR consulting, ideally from value-based or NGO environments.
- Experience facilitating management development, wellbeing or conflict-resolution processes.
- Strong interpersonal skills, empathy and credibility across all organisational levels.
- Understanding of organisational dynamics and power structures, ideally with familiarity with feminist or participatory leadership concepts.
- A structured and proactive approach, able to balance strategic understanding with hands-on implementation.
- Excellent communication skills in Danish and English.

## **We offer**

- Preferred start date: 1 December 2025 or soon thereafter.
- A meaningful and permanent role (30 hours per week) in a dynamic and value-driven organisation.
- Flexible and collaborative working culture with room for initiative and learning, including the opportunity to work from home 1-2 days a week
- Salary and pension according to applicable collective agreement, based on AC/State standard

- The workplace is Oxfam Denmark's office at Lyngbyvej 100, 2100 Copenhagen Ø, in the new VOX Civil Society House, together with 12 other NGOs, close to Ryparken Station.
- We support a lunch scheme in the shared VOX canteen, where the food is predominantly vegetarian.
- Health insurance and massage as gross salary schemes, as well as yoga classes available in VOX.

#### **Application process**

Click Apply and upload your application and CV as soon as possible. We conduct interviews on an ongoing basis and reserve the right to unpost the position when we find the right candidate.

If you have questions about the position, please contact [insert name], Operations Director, ([mre@oxfam.dk](mailto:mre@oxfam.dk), 53 81 64 66) .

Please note that we do not accept applications outside of our recruitment system. We encourage all qualified applicants to apply - regardless of ethnic background, gender, sexual orientation, disability, religion or age. It is necessary that you are eligible for employment in Denmark.

As part of your employment with Oxfam, you will be required to sign the Code of Conduct and Anti-Corruption policies, and we will obtain your criminal and child abuse records.

#### **About Oxfam Denmark**

Oxfam Denmark is an independent and member-based development organisation. We have the world's best cause and high ambitions. Through education, support to civil society and in collaboration with our partners, we fight inequality and poverty in the Global South. Together with 20+ other organisations, we form the Oxfam International confederation, one of the world's largest and most influential development organisations. In Denmark, we are a clear and significant player in the public debate on issues such as tax havens, rising inequality, climate change and the right to education.

You can read more about Oxfam Denmark at [About Oxfam](#)