# LOUISIANA MILITARY DEPARTMENT

**LMD-HQS, Jackson Barracks, New Orleans, LA**

**Organization Dev & Strategy Manager 1, 2, or 3**

# 50353115

**ANNOUNCEMENT NO.** 120-2026
**OPENING DATE:** November 06, 2026
**CLOSING DATE:** November 13, 2026

***SALARY:**

**MA-619** $53,643 - $76,520
**MA-620** $57,408 - $81,878
**MA-621** $61,422 - $87,619

*Salary indicates typical starting range. Level will be determined by qualifications.

**BENEFITS**

**Retirement:** LASERS
**Insurance:** Medical, Dental, & Vision
**Paid Holidays:** 10 plus proclaimed
**Annual Leave:** 96 hours per year with tenure increases
**Sick Leave:** 96 hours per year with tenure increases

**JOB TYPE:** Unclassified
Current Classified employees must give up their designation to accept this position.

## POSITION DESCRIPTION:

The Organizational Development and Strategy Manager serves as the principal advisor to the Deputy Director on initiatives that enhance agency-wide alignment, process improvement, and strategic transformation. This position leads the coordination and execution of cross-functional efforts that strengthen organizational performance, streamline operations, and support the long-term strategic vision of the Louisiana Military Department. This position is responsible for facilitating the development, implementation, and monitoring of enterprise-wide strategies that support LMD's mission, priorities, and long-term objectives. Lead initiatives focused on organizational development, process improvement, and transformation across all LMD directorates and programs. Coordinate strategic planning sessions and support leadership in setting measurable goals, identifying gaps, and driving outcomes. Evaluate existing processes and systems to recommend and implement improvements that increase operational efficiency and mission alignment. Develop key performance indicators (KPIs) and strategic dashboards to track progress, surface barriers, and inform executive decision-making. Partner with directors, managers, and subject matter experts to foster a culture of accountability, innovation, and continuous improvement. Prepare reports, briefings, and presentations for senior leadership and external stakeholders to communicate strategic initiatives and progress. Monitor trends, best practices, and legislative/policy changes that may impact organizational strategy and recommend appropriate responses. Perform other duties as assigned

## POSITION QUALIFICATIONS:

Experience in strategic planning, organizational development, or process improvement in a government, military, or public-sector context. Demonstrated ability to lead cross-functional projects and facilitate change in complex organizations. Strong analytical, communication, and facilitation skills. Familiarity with frameworks such as Lean, Six Sigma, Balanced Scorecard, or strategic alignment models is a plus.

## GENERAL REQUIREMENTS:

- Must have a valid Driver's License, Social Security Card and Birth Certificate.
- Must qualify to obtain a Department of Defense Common Access Card (CAC) Card.
- Must be available to report to duty during emergency or disaster situations. Other periodic travel may be required.
- Must meet physical requirements to perform functions of the position.
- Must attend/complete all Louisiana Military Department (LMD) annual training and other training required for the position.
- Must adhere to the Code of Ethics and foster a Sexual Harassment-Free Environment.

**CONDITIONS OF EMPLOYMENT:** By submitting an application for employment with the Military Department, the applicant agrees to the following conditions of employment:

- All LMD positions require in-office attendance. This is not a remote position.
- Salary is paid by Electronic Funds Transfer (EFT) / Direct Deposit Only. A checking or savings account is is required for employment.
- For positions requiring computer/email access selected applicant must qualify to obtain a Department of Defense Common Access Card (CAC) Card and maintain eligibility
- LMD is a substance abuse and drug free workplace. The selected applicant must pass a pre-employment background investigation and pre-employment drug test. Thereafter, all employees are subject to random drug testing.
- To become an employee of the LMD you must be a current member of the Louisiana National Guard or eligible for membership in the Louisiana State Guard.
- The selected applicant must pass a pre-employment criminal background investigation prior to employment.

**APPLICATION PROCEDURES:** All Applicants must complete a LANG-LMD-H Form 10 (State Application) and attach a legible copy of their Official Birth Certificate, Driver's License and Social Security Card. Resumes are optional and will not be accepted unless they are submitted with the LANG-LMD-H Form 10 (State Application).

- **State Application:** The LANG-LMD-H Form 10 (State Application) is located at: http://geauxguard.la.gov/join-us/state-technician-vacancies

Application(s) must be submitted to the appropriate LMD Human Resources point of contact below by the Close Date, no later than 12:00 a.m. CST:

SFC Juan Rossell
LMD-HR (Jackson Barracks)
6400 Saint Claude New Orleans, LA 70117
Email: juan.c.rossell.mil@army.mil