

ORGANIZATIONAL LEADERSHIP- Career Resource Guide

Sample Career Options

Community Outreach Coordinator	Assist professionals to provide client services and support for families. Assist families with resource coordination and resolution for various family issues/concerns.
Consultant	Analyze and offer solutions to management problems.
Corporate Trainer	Conduct seminars on numerous topics, including conflict management, team building, practical negotiation and public speaking.
Department Director	Manage an individually recognized department or division of a company.
Events Coordinator	Plan festivals, ceremonies, competitions, parties or conventions.
Executive Director	Provide overall direction of an organization. Determine and formulate policies and business strategies. Plan, direct and coordinate operational activities.
Human Resources Manager	Responsible for service delivery, covering all aspects of human resource and office administrative matters.
Nonprofit Administrator	Manage a nonprofit organization on a daily basis.
Organizational Change Consultant	Manage change in an organization, supporting the people side of organizational change.
Quality Systems Coordinator	Manage department and overall expectations pertaining to setting accurate schedules, costs and resources. Ensure delivery against QA department goals and objectives.
Recruiter	Determine staffing needs, advertise positions, interview and hire personnel.
Trainer/Instructional Designer	Develop instructional specifications using learning and instructional theory to ensure the quality of instruction. Train existing and new employees, assess program needs, and develop and present training programs.

Associations & Societies

Academy of Human Resource Development *	www.ahrd.org
American Management Association	www.amanet.org
Association for Collaborative Leadership	www.national-acl.org
Association for Talent Development *	www.td.org
Association of Leadership Programs **	www.alpleaders.org
Athena International	www.athenainternational.org
BenefitsLink *	www.benefitslink.com
Institute of Management Consultants USA	www.imcusa.org
International Leadership Association *	www.ila-net.org
NASPA- Student Affairs Administrators in Higher Education *	www.naspa.org
Society for Human Resource Management *	www.shrm.org

* Contains employment listings

** Contains employment listings for members

Selected RMU Activities & Organizations

Academic Integrity Council	Society for Human Resource Management
APICS (The Association for Operations Management)	Society for the Advancement of Management
Nonprofit Leadership Alliance	Student Government Association

Career & Employment Websites

Academic 360	www.academic360.com
Association for Talent Development – Job Bank	https://jobs.td.org
Higher Ed Jobs	www.higheredjobs.com
HR Jobs	https://www.shrm.org
Idealist (nonprofit sector)	www.idealist.org
International City/County Management Association	www.icma.org
Occupational Outlook Handbook (search specific job titles)	www.bls.gov/ooh
O*NET OnLine	www.onetonline.org
Pennsylvania Civil Service Commission	www.scsc.state.pa.us
The Chronicle of Higher Education	http://chronicle.com
The Consulting Bench: Careers in Consulting	www.consultingbench.com
Training	www.trainingmag.com
USAJobs – Office of Personnel Management	www.usajobs.gov
Vault (career development resource and job posting site)	www.rmu.edu/careercenter
Workforce	www.workforce.com

Note: A helpful list of general job search websites is available on the Internet Tip Sheet at www.rmu.edu/careercenter.

Salary Information

RMU Salary Survey:	Range:	Mean:
Organizational Leadership (B.S. – 2016)	\$16,000 - \$80,000	\$48,046
Organizational Leadership- Online (B.S. – 2016)	\$20,000 - \$165,000	\$59,174
Organizational Leadership- Online (B.S. – 2015)	\$30,000 - \$130,000	\$62,550
Organizational Leadership (M.S. – 2016)	\$24,000 - \$155,000	\$67,166
Organizational Leadership (M.S. – 2015)	\$20,000 - \$97,000	\$50,838
Organizational Leadership- Online (M.S. – 2016)	\$27,000 - \$120,000	\$65,142
Organizational Leadership- Online (M.S. – 2015)	\$33,000 - \$93,000	\$57,625

Bachelor-Level Hiring Organizations

Aflac - Insurance Sales Associate	NationLink - Client Operations Team Member
Alcoa - Staffing and University Specialist	Pittsburgh Community Services, Inc. - Program Coordinator
American Express Global Business Travel - Team Leader	PNC - Paralegal
American Made Systems Inc. - Sales Representative	Rosemount, Inc. - Senior Sales Representative
BNY Mellon - Product Manager	San Jose State University - Coach
Dominion Retail Energy - Customer Care Representative	Small Seeds Development, Inc. - Community Organizer
Employee Benefit Data Services Inc. - Client Relations Lead	Stover & Co., Inc. - Business Development
Fastenal - Outside Sales	The Hillman Company - HR & Travel Administrator
Frontier Steel Company - Sales Manager	United States Department of Defense - HR Specialist
Gateway Rehab - Recruitment and Training Coordinator	United States Steel Corporation - Commercial Sales
GlaxoSmithKline - Project Specialist	US Airways - Systems Customer Service Manager
LA Fitness - Operations Manager	Vollmer of America - Sales Manager
Merrill Lynch - Client Associate	Westinghouse Electric Company - Production Planner

Master-Level Hiring Organizations

ADP - Major Accounts Sales Consultant	Jostens - Supervisor
Bayer - Recruiting Associate	Newton Consulting - HR Generalist
Better Business Bureau - Trade Practice Manager	PA Office for the Deaf and Hard of Hearing - Regional Rep.
Big Heart Pet Brands - Manager	PGT Trucking - Operations Project Specialist
BNY Mellon - Business Analyst	Pittsburgh Mercy Health System - Quality Risk Compliance Dept.
Concurrent Technologies - Workforce Planning/Staffing Recruiter	Pittsburgh Zoo & PPG Aquarium - Communications Manager
Crown Castle - Business Analyst	PNC - Senior Procedures Analyst
Development Dimensions International - Consulting Associate	Robert Half Technology - Technical Recruiter
FedEx - Project/Process Manager	Shippensburg University - Admissions
First National Bank - Branch Manager	Thermo Fisher Scientific - Training and Comm. Specialist
Giant Eagle - Store Manager	Trib Total Media - Human Resources Manager
Heritage Valley Health System - Director of Support Services and Accreditation	U.S. Department of Energy - Contract Specialist
Highmark - Business Analyst	U.S. General Services Administration - Property Manager
Highmark - Member Outreach	University of Pittsburgh - Program Coordinator
Johns Hopkins University - Coach	UPMC - Quality Auditor II
	Veterans Leadership Program - Housing Care Manager