

(Tier 5)

Tier 5 / Organisation Development Practitioner Scale K

Directorate: Service area:	Resources HR - People Solutions
Accountable to:	Team Leader Organisation Development
Accountable for:	N/A
Politically restricted post	No
Delivery teams:	N/A

Context

You will play an active role as part of our HROD service delivery team working in partnership with our commissioning teams to design and deliver customer focussed services that meet our delivery capabilities.

You will support the Service Manager and other Delivery Team Leaders in achieving our organisational vision and outcomes.

You will work collaboratively with your team to meet the outcomes of the service delivery plan. You will develop and maintain good working relationships with our range of key stakeholders including statutory partners, service providers, voluntary sector and customers.

Specific role assignment

Delivery responsibilities	<ul style="list-style-type: none">€ Support Directorate change hubs with delivery of talent projects€ Specific responsibility for delivery of:<ul style="list-style-type: none">€ Resourcing & Talent<ul style="list-style-type: none"><input type="checkbox"/> Employer brand / EVP<input type="checkbox"/> Attraction<input type="checkbox"/> Welcome / onboarding€ Coaching & mentoring€ Reward & recognition<ul style="list-style-type: none"><input type="checkbox"/> Recognition schemes<input type="checkbox"/> Reward Schemes<input type="checkbox"/> Employee benefits€ Culture, Values, & Behaviours<ul style="list-style-type: none"><input type="checkbox"/> High performing culture<input type="checkbox"/> Values<input type="checkbox"/> Behaviours€ Engagement & Employee Relations<ul style="list-style-type: none"><input type="checkbox"/> Employee Engagement€ Leadership<ul style="list-style-type: none"><input type="checkbox"/> Visible leadership€ Performance<ul style="list-style-type: none"><input type="checkbox"/> Performance framework
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	<div><input type="checkbox"/> Appraisals</div> <div>∅ Exit</div> <div><input type="checkbox"/> Exit interviews</div> <div><input type="checkbox"/> Outplacement</div> <div><input type="checkbox"/> Redeployment</div> <div><input type="checkbox"/> Leavers network</div>
Key business measures	TBC
Statutory responsibilities (<i>if applicable</i>)	Not applicable.
Specific experience	<ul style="list-style-type: none">• Considerable working knowledge of legislation and best practice• Ability to apply this to provide robust and practical solutions to complex issues across the organisation.• Able to use own initiative and work independently• Experience of translating organisational strategy and policy into measurable outcomes and deliverables that contribute to effective organisational change.• Initiates and delivers change positively and with confidence and supports others to make improvements• Have experience of using a coaching style to challenge thinking and influence behaviour change.• Communicates with enthusiasm, conveying messages in a clear, concise, appropriate and timely manner to a variety of audiences• Encourages the sharing of views, listens, reflects and remains open to new ways of doing things• Takes positive action and fully utilises the diverse skills, strengths and contributions of teams, networks and partners• Shows ability to provide constructive feedback, challenge thinking and influence outcomes to support a culture of continuous improvement• Adapts quickly and positively to new demands and competing priorities, maintaining resilience and focus under pressure• Experience of the selection and commissioning of L&D or OD Providers

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	<ul style="list-style-type: none">• Uses effective approaches to facilitate performance improvement and personal development for individuals and teams• Broad experience of the design, delivery and evaluation of learning activities to deliver service outcomes• Models assertive and positive approaches in handling conflict, pressure and performance issues• The ability to use own initiative to respond independently to difficult problems and unexpected situations• The ability to research and translate current trends in Organisational Development and best practice.• Independently interprets and analyses varied and complex information or situations to recommend solutions over the medium term
Specific qualifications/and registration	CIPD qualified and substantial post professional experience working within a relevant HR environment or the equivalent level of experience, or qualified social worker for specific roles.
Budget responsibility	Not applicable
FTE responsibility (line management)	Not applicable
Key stakeholder relationships	

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WCC values and behaviours

The post holder must be able to demonstrate that they role model the WCC values and behaviours.

Our Values – The Warwickshire DNA



Our Behaviours



Strategy... the direction we will take to achieve our outcomes

Plan... what we will do to achieve the strategy

Commissioning... the process of how we will plan, purchase and monitor our services

Strategic Commissioning... the process for understanding, planning and delivering services to achieve the best outcomes

Operational Commissioning... the process for meeting need at an individual level or to a specific group

Delivery... providing services to our customers

