

## Job Description (Tier 4)

<b>Job Title</b>	Deliver Lead – People Skills and Organisational Development
<b>Role Type</b>	Delivery Lead
<b>Salary</b>	Hay E – £60,582 - £67,488. Pay Award 2023 pending.
<b>Benefits</b>	<a href="https://www.warwickshire.gov.uk/benefits">https://www.warwickshire.gov.uk/benefits</a>
<b>Directorate</b>	Resources
<b>Team</b>	People Solutions (HROD Delivery)
<b>Accountable to</b>	Service Manager People Solutions
<b>Hours</b>	Full Time
<b>Location</b>	Warwick based
<b>Accountable for:</b>	
<ul style="list-style-type: none"> <li>• <b>Team Responsibility (approx. 25 FTE)</b></li> <li>• <b>Budget c2M</b></li> </ul>	Team Lead - People Skills Development Team Lead- Organisational Development Team Lead – Equality, Diversity, Inclusion and Wellbeing
<b>Politically restricted role</b>	No
<b>JEID (Job Identifier number)</b>	Z428
<b>Essential Qualifications</b>	CIPD Level 7 (postgraduate degree). Chartered Member of CIPD.

### Context:

You will play an active role as part of our service team working in partnership with our Commissioning Leaders to innovate our service delivery capabilities.

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

You will manage 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.

### Key responsibilities (including technical responsibilities and key stake holders/customers)

- Delivery responsibility for the following areas: -
  - The Employee Offer
  - Induction
  - Succession Planning
  - Learning and Skills & Development

- Apprenticeships, graduates, placements & work experience
  - Career pathways & career change
  - Coaching & Mentoring
  - Reward & Recognition schemes
  - EDI
  - Health and Wellbeing
  - Employee benefits
  - High performing culture, performance frameworks and appraisals
  - Values & Behaviours
  - Employee engagement
  - Leadership development
  - Redeployment, Outplacement and leaver analysis
  - Demand management interventions (in relevant area)
  - Contract procurement and Management
  - Business development (in relevant area)
  - HR Policies (in relevant area)
  - Service improvement (in relevant area)
  - Intranet content (in relevant area)
- Working in partnership with Lead Commissioners to deliver our organisational outcomes.
- Deliver customer focused and commercially viable services.
- SME for areas of responsibility and taking the organisational lead for this subject.
- Support the Service Manager in achieving our organisational vision and outcomes
- Manage your team of delivery resources to deliver on your delivery plan and its objectives.
- Develop and maintain good working relationships with our range of key stakeholders
- Key stakeholder relationships: -
  - Relationship management with Lead Commissioners
  - Professional relationship development with each Directorate Leadership Team
  - Professional relationship development with internal and external customers
- Work collaboratively with the relevant lead commissioner to design people solutions / interventions.
- Responsible for the implementation and delivery of relevant people solutions / interventions.

### Person Specification What we are looking for

Role specific and Core Competencies and Professional Expertise that are essential (these will be measured during the assessment process)

- Substantial experience of working at a senior level in HR in a Learning and Organisational Development role.
- Evidence of Leading / coordinating projects defining requirements
- Significant experience of managing a diverse team and leading change within the HROD function.
- Evidence of designing, developing and delivering a broad range of learning and development products and solutions to meet organisational need to include EDI, culture change, leadership and performance.
- Evidence of managing relationships with internal and external customers and designing and delivering HR solutions to address business issues.
- Evidence of procurement, contract and supplier management.
- Knowledge of relevant legislation and experience of policy development.
- Evidence of demand management and delivering a commercial approach to service delivery
- Good literacy and oral presentation skills. developed skills in drafting and presenting clear, succinct written papers, proposals, business cases to Board.
- Developed skills in Project management (supported by a recognised qualification)
- Developed skills in oral presentation and group engagement.
- Evidence of HROD system management and development
- Evidence of delivering continuous improvement – analysis and review.
- Evidence of financial management.

## Our Competencies

Our competencies and behavioural indicators (defined within each core competency) describe the behaviours, actions and activities which we believe are associated with effective performance and job success. These will be considered, along with the behaviours and values, in our application and assessment process.

Generic Competency	Indicators
<b>Driving organisational performance through change</b>	<p>Endorses and communicates clear messages about priorities, objectives and expectations as well as processes for managing performance. Ensures an inclusive culture where resources and support are available to enable people to be the best they can be.</p> <p>Recognises the need for change, interprets it and initiates change by setting the agenda. Translates the requirement for change into clear objectives, effective plans and systems.</p> <p>Uses change management processes effectively. Engages stakeholders to understand the need for change, to mobilise and build commitment. Identifies and removes obstacles and generates ideas to explore change opportunities and make change happen.</p> <p>Undertakes periodic reviews of commissioning intentions, delivery methods, quality, outcomes and key business measures to identify areas for improvement. Puts in place frameworks to monitor and manage outputs.</p> <p>Reviews working practices, identifies and proposes ideas and recommendations to improve the way things are done. Evaluates new ideas and systems of work and implements them in a positive way.</p>
Generic Competency	Indicators
<b>Organisational &amp; People Leadership</b>	<p>Understands how own role and work contributes to team and organisational objectives. Adopts a one organisation approach to service delivery and works within the structure and statutory responsibilities of WCC. Is sensitive to the culture and political context of WCC and works effectively within it.</p>

	<p>Measures performance, challenges inefficient processes and practices and makes proposals for improvement. Assesses the level of resource, allocates and manages them in order to meet organisational objectives. Enables WCC to respond with agility to changing priorities.</p> <p>Role models WCC leadership behaviours, communicates openly and encourages our people to engage with WCC's vision.</p> <p>Role-models continuous self-learning and development, and supports colleagues to do the same. Ensures that development opportunities are available for everyone. Shares own expertise through coaching and mentoring.</p> <p>Promotes and values equality and diversity, takes account of and learns from different individual needs and views.</p> <p>Role models a collaborative working style where all opinions are listened to, and individual needs are taken into account.</p> <p>Recognises individual contribution and success. Ensures the wellbeing of all our people, and promotes WCC's values, behaviours and ways of working.</p>
Generic Competency	Indicators
<b>Finance and Commercial Leadership</b>	<p>Considers key financial and commercial issues and manages contracts and commercial arrangements in a commercially focussed manner, ensuring that value for money is achieved.</p> <p>Understands and uses financial tools, data and processes to maximise value from operational and contractual arrangements to deliver outcomes.</p> <p>Gathers evidence to assess costs, benefits and risks and produces commercially focussed information to inform and advise decisions.</p> <p>Seeks improved performance from commercial agreements and arrangements, and challenges gaps between agreed commitments and operational delivery.</p> <p>Monitors and evaluates supplier performance against the specification and, using management information, works with</p>

	suppliers to make recommendations for continuous improvement.
<b>Generic Competency</b>	<b>Indicators</b>
<b>Strategic Thinking &amp; Planning</b>	<p>Reviews developments externally and the organisation's strategic plans, to identify patterns, opportunities, risks and benefits which affect their work.</p> <p>Remains up to date with developments such as political, economic, environmental, technological, operational and social that have an impact.</p> <p>Develops and uses insights to create prioritised plans to enable the achievement of the organisation's strategic commissioning and delivery goals.</p> <p>Anticipates and responds to organisational issues and challenges by balancing a range of operational interventions and solutions.</p> <p>Ensures all their activities are focussed, co-ordinated and prioritised on delivering greatest value for the organisation.</p>
<b>Generic Competency</b>	<b>Indicators</b>
<b>Performance &amp; standards</b>	<p>Ensures the safe operation of services and compliance with appropriate regulations and legislation.</p> <p>Contributes to and implements the relevant policies and procedures to ensure service outcomes are delivered.</p> <p>Plans tasks, deploys and co-ordinates resources to meet changing operational needs as required.</p> <p>Monitors, plans and reviews service delivery outcomes ensuring objectives and quality are met.</p> <p>Expects and supports high standards of performance through clear purpose and accountability and challenges poor performance.</p>
<b>Generic Competency</b>	<b>Indicators</b>

<b>Relationship Management</b>	<p>Secures the necessary commitment and support for changes or policies from a range of stakeholders by tailoring the approach and tone of any interaction.</p> <p>Works with other people to help gain commitment and support for changes or policies using the appropriate communication channel or method.</p> <p>Utilises logical arguments backed by evidence to support their opinion and advice and persuade others.</p> <p>Engages and empowers others to work collaboratively across all functional boundaries and with partners and stakeholders.</p> <p>Identifies key points to communicate, selecting the appropriate channel and message for influencing the audience.</p> <p>Takes opportunities to understand own style and approach, and how they might influence and persuade others.</p>
Generic Competency	Indicators
<b>Personal Leadership</b>	<p>Displays leadership behaviours and remains calm and objective in all situations.</p> <p>Demonstrates flexibility and adaptability in light of new information. Accepts feedback and responds in a thoughtful and considered way.</p> <p>Delivers personally and through others across projects by setting clear goals and targets, monitoring progress and holding people to account.</p> <p>Pursues and adopts a continuous learning and professional development approach showing interest in new ideas and opportunities to build on success.</p> <p>Builds positive and collaborative relationships based on trust and support.</p>

## Our Values and Behaviours

We want to support our workforce to be best they can be. Our Behaviours and values provide a framework for our culture and give reflect the standards we expect from all our people. We are committed to creating a working environment of equality, respect and inclusion where everyone can thrive and contribute to our community. Working with us gives you the opportunity to make a real difference to the lives of the people of Warwickshire.

You must be able to demonstrate you role model the Warwickshire values and six behaviours

### Our Values and Behaviours – The Warwickshire DNA



High performing



Collaborative



Customer focused



Accountable



Trustworthy



do what  
we say



move with  
purpose  
and energy



focus on  
solutions



help people  
and  
communities  
to find their  
own solutions



build strong  
working  
relationships



be the  
best we  
can be