



**SWINDON**  
BOROUGH COUNCIL

## Role Profile

<b>Job Title:</b> OD Consultant	<b>Role Profile Number:</b>
<b>Grade:</b> Q	<b>Date Prepared:</b> September 2021
<b>Directorate/Group:</b> People, Culture & Organisational Resilience	<b>Reporting to:</b> People & Culture Transformation Lead
<b>Structure Chart attached:</b>	No

### **Role Context**

The Council has significant challenges ahead, including delivering service improvement in an environment where the demand for public services is increasing, against a backdrop of reduced resources. The way in which public services are delivered will continue to evolve and change, and the Council wants to be at the forefront of enabling safe, strong and prosperous communities.

### **Job Purpose**

This is an exciting time to join the People and Culture team, reporting directly into the People and Culture Transformation Lead, this role will support across the whole spectre of OD.

In 2019 we completed our ambitious transformation programme which saw us achieve savings of £30million in 30 months. When we started to think about what was next for us, we realised we wanted more than a transformation programme, we wanted to commit to being 'At Our Best' which is where the seeds of our culture programme were sown.

Fast forward to 2021, recovering from the pandemic, we are ready to reenergise our culture programme, which is why we need you by our side to help lead the way.

This is a role that will require extensive OD experience and knowledge to develop a suite of organisational initiatives and programmes across the council to improve the employee experience, and result in sustainable organisational performance. Using strategic thinking to translate organisational strategy into OD solutions and to partner and influence change with colleagues at all levels across the council.

### **Key Accountabilities**

- To design, lead and implement organisational wide OD interventions to deliver sustainable

improvements in organisational performance

- Introduce psychometric tools and coaching techniques to help teams come together and thrive in a positive working environment
- To work with leaders and managers to understand service issues and requirements in relation to people and OD needs, then develop successful provide solutions in partnership with HR&OD colleagues
- To research emerging innovative and best practice to add value to our employee experience
- To use diagnostics, introducing metrics and taking an evaluative approach to make sure our work has impact
- To produce interventions that not only have a long term perspective but supports business strategy and practical people implications
- To regularly present and facilitate large groups across all levels within the organisation.
- To translate organisational strategy into a range of OD solutions and support the effective implementation of those solutions within a set time period.

### **Knowledge & Experience**

*Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:*

- Experience of leading OD interventions that have made an impact and resulted in organisational performance and employee experience
- Demonstrate the ability to think strategically and partner with colleagues at all levels
- Experience of designing and facilitating successful culture and behavioural change interventions.
- Demonstrate experience of successful change interventions in complex organisations
- Experience of strong stakeholder engagement and relationship building skills
- Evidence of successful project management and delivery
- Experience of successfully presenting and facilitating to large groups
- Experience of influencing and inspiring change on organisational practices and individual behaviours

### **Qualifications**

- Psychometric accreditation or relevant team development experience
- Coaching qualification or significant facilitation experience
- CIPD Level 7 or equivalent professional experience

<p><b><u>Job Scope</u></b></p> <p><b>Number and types of jobs managed</b></p>	<p><b>Budget Holder</b></p> <p><b>Responsibility</b></p> <p><b>Asset Responsibility:</b></p>	<p>No</p>
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**Contacts and Relationships**

*(how the role relates to the work of others i.e. officers, groups, committees, general public, members, partner organisations, internal and external contacts of the council)*

- To work co-operatively with colleagues and partners, developing positive, collaborative relationships that inspire new ideas to solve problems and achieve council vision.
- Working directly with all levels of the People, Culture and Operational resilience teams
- Communicating with all levels across the council
- Communicating with employee representative groups