

Job Title: OD Consultant

Role Profile Number: TBC

Date of JE: September 2021

Directorate: People, Culture and Organisational Resilience

Purpose and impact:

This is an exciting time to join Swindon Borough Council.

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.

If you're someone that's passionate about employee experience, and want to continue to develop your organisational development skills and experience – this role is for you.

This role is offered as a 12 month fixed term contract with the potential for permanent opportunities, pending budget discussions.

We know there's a wealth of OD expertise in the public sector, and so we would love to explore secondment opportunities too.

Hybrid working options available.

Key responsibilities

- Designing and leading organisational wide OD interventions to deliver sustainable improvements in organisational performance
- Introducing psychometric tools and coaching techniques to help teams come together and thrive in a positive working environment
- Working with leaders and managers to understand service issues and requirements in relation to people and OD needs, then develop solutions in partnership with HR&OD colleagues
- Research emerging innovative and best practice to add value to our employee experience
- Using diagnostics, introducing metrics and taking an evaluative approach to make sure our work has impact

Experience

- Leading OD interventions that have made an impact and can demonstrate an improvement in organisational performance and employee experience
- A strategic mind-set and the ability to partner with colleagues at all levels to understand and respond to OD needs

- Designing and facilitating culture and behavioural change interventions
- Strong stakeholder engagement and relationship building skills with colleagues at all levels
- Evidence of successful project management and delivery
- Making change happen in a complex environment

Skills, Abilities, Knowledge

- Ability to present and facilitate large groups, at all levels within the organisation
- Ability to handle conflict and bring about resolution
- Ability to take a long term perspective and understand business strategy and its practical people implications
- Ability to translate organisational strategy into OD solutions
- A skilled influencer with the confidence to inspire change in organisational practices and individual behaviours as appropriate

Qualifications

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