

Job title:	Head of Organisational Development	Role Profile No	N/A
Grade/s:	U – up to £70k dependent on experience		
Salary Range			
Directorate / Pillar / Strand	Resources	Reporting to:	Director of People, Culture & Organisational Resilience

Role purpose

As our Head of Organisational Development, you will lead on our People Strategy and use your passion for employee experience to help deliver our strategy with your innovative and authentic style.

You know how complex organisations can be, and you are able to cut through complex challenges to make things happen. Organisational health and culture is your passion and you have a record of accomplishment for leading successful interventions in this field.

As well as leading our People Strategy, you will lead and develop the following functions:

- People Strategy & OD Projects
- Learning & Development
- Employee Health, Wellbeing & Inclusion

Key Accountabilities

- Lead our People Strategy and action plan to deliver, embed and evaluate what we have set out to achieve
- Act as our strategic advisor on all things culture and organisational health
- Build and develop our approach to employee health, wellbeing and inclusion
- Build strong relationships with senior leaders, facilitating and leading discussions relating to organisational health
- Work in partnership with colleagues across the HR and OD function to drive forward improvements to the SBC employee journey
- Build internal consultancy capacity
- Define and lead an innovative and impactful approach to maximising learning and talent development through our apprenticeship levy.

Experience

- Experience of leading teams
- Proven track record of designing and leading interventions that contribute to improving organisational health
- Experience of working with multiple stakeholders at all levels including elected members, trade union representatives, and employee groups
- Experience of working at a strategic level, partnering with multiple stakeholders with sometimes conflicting priorities
- Leading and driving innovative people projects that are grounded in recognised theory and driven with an evaluative approach
- Budget management experience

Skills, Abilities, Knowledge

- Ability to build relationships and cut through complexity to influence positive outcomes
- Excellent interpersonal and communication skills, bringing confidence and credibility to strategic people projects
- Strong skills in influencing behaviours and outcomes with internal and external stakeholders
- Ability to manage services that will deliver to a high quality standard, being able to inspire commitment to change
- A keen interest in organisational development and strategic HR practice, evidence of CPD to demonstrate ongoing commitment to engaging with the emerging future of modern HR & OD practice

Qualifications

- CIPD Level 7 – or equivalent level of experience
- Qualified coach – or equivalent facilitation experience
- Psychometric qualification – or willing to work towards this

Swindon Borough Council Our Manager Competencies

- Managing Self – Managing your time, priorities and resources to achieve goals and meet personal learning and development needs
- Managing People – Learning, engaging, developing and motivating employees to perform their best
- Managing Change – Helping others to approach changes at work in a way that seeks to ensure their commitment and enthusiasm for achieving council objectives
- Managing information – Working in a informed way, making good decisions based on relevant information and data
- Managing Partnerships and Relationships – Building effective working relationships and ensuring partnerships are effective and focused on outcomes
- Managing Resources – Achieving objectives through effective planning and allocation of resources
- Managing Activities – Managing the activities of teams to achieve business priorities within agreed time scales and budgets
- Managing Risk – Actively seeking to identify, evaluate and mitigate risks and threats to business continuity and the achievement of council objectives

Contacts and Relationships

- Other People, Culture & Organisational Resilience colleagues
- Leadership teams within the business
- Elected members
- External partners