

JOB DESCRIPTION

JOB TITLE	HEAD OF ORGANISATIONAL DEVELOPMENT & TALENT
GRADE	EPO25
REPORTING TO	ASSISTANT DIRECTOR: HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT
JD REF	CSTRAT

PURPOSE

The Head of Organisational Development (OD) and Talent will lead on OD and Talent strategies and plans which ensure an inclusive culture and enable an engaged, agile and high performing workforce which role models our values and delivers the best possible outcomes for residents.

The post holder will play a key role in ensuring Wirral Council is a great place to work and an environment in which all staff are supported in achieving their potential. They will provide specialist advise and expertise in respect of organisational development interventions to improve organisational effectiveness, increase collaboration and achieve sustained high performance.

They will also lead a whole lifecycle approach to talent management, ensuring we have the skills for now and the future and a workforce representative of the communities that we serve.

MAIN DUTIES AND RESPONSIBILITIES

1. Lead on the development and implementation of OD, Learning and Development (L&D), Equality, Diversity and Inclusion and Talent Management strategies and plans which support corporate objectives and align to wider strategic plans.
2. Lead an OD consultancy and business partnering offer and the design of OD interventions which support cultural and behavioural change, collaboration and high performance working and teams.
3. Lead the development of a new, modernised L&D framework (approach, strategy, policy and plans) which is informed by the latest thinking and practice and which drives



a culture of culture of continuous learning and improvement and personal accountability for L&D.

4. Provide expert advice in OD practices and approaches to stakeholders at all levels and Elected Members in respect of large-scale system change, organisation design, diagnostics and group dynamics.
5. Lead the development and implementation of board effectiveness, development and dynamics interventions.
6. Lead on the development of events, workshops and other activities to support the Council's Chief Executive, Strategic Directors and Elected members in developing organisational design and development strategies and plans.
7. Use robust diagnostic models of OD and change management to advise on and inform the development of organisation wide strategy and plans.
8. Provide OD advice and support in respect of the development of Target Operating Models, ensuring vision, people, systems, processes and policies are aligned for maximum effectiveness and performance and so that traditional thinking is challenged and innovation pursued.
9. Support the Assistant Director of HR and OD in the development and implementation of high impact People Strategy.
10. Provide leadership, support and advice in respect of organisational change, ensuring change is done with and not to, assessing organisational readiness for change and ensuring effective implementation through communications, engagement and organisational development interventions.
11. Ensure systems and frameworks are developed to evaluate the effectiveness of OD, L&D and other strategies, plans and interventions in order to measure impact and ensure added value.
12. To design and implement programmes which support cultural and behavioural change.
13. Lead on employee engagement and experience ensuring Wirral Council is a great place to work and has an inclusive culture in which all staff have a voice and are supported in achieving their potential.



14. Lead on the development of a whole lifecycle approach to talent management to ensure we have the skills we need for now and for the future and an engaged, high-performing workforce that represents the communities it serves.
15. Providing leadership and specialist advice in respect of talent solutions and processes including attraction, succession planning, high potential identification, development planning, organisational capability reviews, talent pipeline planning, leadership assessment and development.
16. To maximise use of the apprenticeship levy and to lead on apprenticeship and graduate schemes, ensuring these align to wider people and organisational development strategies and which offer an excellent opportunity and experience for participants.
17. Challenge the status quo and facilitate change and innovation, developing a culture that encourages innovative, smart and collaborative working.
18. Manage the organisational development budget.
19. Be a member of and/or chair working groups and programme/project boards as appropriate.

ESSENTIAL ROLE SPECIFIC KNOWLEDGE, EXPERIENCE AND SKILLS

- A professional qualification (e.g. CIPD Level 7 or Masters in Organisational Development) or equivalent experience.
- A role model, with demonstrable leadership skills and integrity.
- Extensive knowledge and demonstrable experience of organisational development, at a senior level, in a large, complex organisation.
- Demonstrable 'human/person-centric' approach to organisational development, design and change and of leading major change programmes or initiatives.
- Ability to develop and maintain trusting relationships with stakeholders and to navigate diverse and sometimes conflicting stakeholder views and interests to deliver successful outcomes.
- Creative with a fresh thinking approach and the ability to challenge and innovate with the determination to succeed in adversity.
- A high level of written and oral communication skills and the ability to influence and negotiate effectively, persuasively and sensitively at a senior level.



- Strong collaborator with demonstrable ability to bring people together from across the organisation and wider and to empower individuals and teams to deliver outcomes.
- Ability to quickly adapt and respond to changing circumstances and to operate in an environment of uncertainty or ambiguity.
- Evidence of continuously developing self and others and of creating an environment of continuous learning and improvement.
- Experience of using insight/intelligence to improve organisational performance or to make recommendations.

DESIRABLE ROLE SPECIFIC KNOWLEDGE, EXPERIENCE AND SKILLS

- A coaching qualification
- Experience of organisation design
- Experience of working in a local government or political environment

ADDITIONAL INFORMATION

The job role holder may be required to undertake other reasonable duties commensurate with the job role descriptor grade as directed by the Head of Service.

DATE OF APPROVAL: MAY 2021

APPROVED BY: TONY WILLIAMS

