

Job description

Post title: OD Partner

Service area: Human Resources

Grade: PO4

Reports to: Senior OD and Learning & Development Lead

Your team: N/A

Number of supervisees: N/A

Our ambition

We're determined to make Islington fairer. To create a place where everyone, whatever their background, has the opportunity to reach their potential and enjoy a good quality of life.

We also have an ambitious goal – to be the best council in the country – with every employee clear about the part they play and inspired, focused and supported to give their very best.

We want to build an organisation where employees feel valued, inspired and empowered to help us achieve our goals and provide the best services possible to our residents.

Our values and behaviours

'Be Islington' is about setting a clear challenge about what it means to be an Islington employee and sets the standard for every new recruit.

We ask our employees to 'Be Islington' – playing their part in working together for a fairer borough and to always be collaborative, be ambitious, be resourceful, and be empowering ('CARE').

Our commitment to challenging inequality

We are committed to tackling inequality, racism and injustice and creating a fairer borough for all. In order to do this, we need to set the example by being a fair employer and creating a workplace environment, which is free from discrimination, racism and inequality. Our approach needs to be proactive, consistently learning to create a fairer workplace and foster a culture, which empowers all staff to challenge inequality.

Fairness is at the heart of what we do. We want to celebrate and embrace our differences by:

- Ensuring our workforce is representative of the people we work on behalf of, our residents
- Creating equitable working environments and diverse teams
- Understanding our residents in order to design and deliver services that help tackle inequality and improve life chances for our residents
- Getting to know people and their differences
- Interpreting issues and concerns from a cultural perspective and address situations or problems from the points-of-view of multiple cultures
- Supporting people with long-term health conditions and/or disabilities

- Recognising the value of flexible working to support staff where possible

Key responsibilities

- Work with the Head of Organisational Development, Senior OD and Learning and Development lead and HR colleagues to ensure organisational development initiatives are integrated and support the achievement of the organisational business goals.
- Design and deliver organisational development and change management interventions and initiatives that support the council's ambition to be a high performing organisation and deliver the workforce strategy.
- Lead on the delivery of organisational development initiatives and interventions working closely with Directors, senior managers and line managers to support and implement new ways of working and ensure that the skills and capacity of the workforce meet current and emerging organisational needs.
- Ensure all organisational development interventions and programmes are cost effective and appropriately evaluated to measure the impact of investment and their impact on culture change and organisational effectiveness.
- Work in partnership with HR colleagues and service areas to progress the workforce strategy and be a custodian of the council's culture by embedding our values and behaviours in all aspects of the OD service to bring about sustainable culture change.
- Develop and deliver initiatives that support the development and embedding of organisational values and behaviours.
- Work with service managers and senior leads to successfully influence culture change programmes of work ensuring that systems are designed to meet new ways of working, values and behaviours. In partnership with Learning and Development colleagues ensure skills gaps are identified.
- Review, develop and implement an organisational wide performance management framework that supports organisational objectives and sustains a culture of regular performance conversations and action.
- Work with colleagues to develop and deliver interventions on general people management topics, subjects and skills where a business need has been identified.
- Proactively research and keep up to date regarding organisational development best practice and new initiatives, using knowledge to translate into practical effective OD solutions.
- Lead the delivery of the corporate Induction and on-boarding programme to ensure its effectiveness and relevance to new employees embedding the council's values and employer brand.

- Actively support the implementation of the workforce strategy through coaching and mentoring, capability and performance, employee engagement, creating a high performing, inclusive and learning culture.

Resources and Financial management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Work style

Flexible

Person specification

You should demonstrate on your application form how you meet the essential criteria. Please ensure that you address each of the criteria as this will be assessed to determine your suitability for the post.

Essential criteria

Qualifications

Essential criteria	Criteria description	Assessed by
1	CIPD qualification or equivalent knowledge, skills and experience.	Application
2	Evidence of continued professional development.	Application/Interview

Experience

Essential criteria	Criteria description	Assessed by
3	Experience of successfully influencing culture change supporting the development of a performance culture in organisations.	Application/Interview

Essential criteria	Criteria description	Assessed by
4	Experience of creating and delivering a range of organisational development interventions with proven business benefits.	Application/Interview
5	Experience of managing complex and difficult OD projects to a successful conclusion.	Application/Interview

Skills

Essential criteria	Criteria description	Assessed by
6	Knowledge and understanding of OD processes and interventions which embed culture change, behaviours and values, and achieve employee engagement.	Application/Interview
7	Able to work collaboratively and build relationships with ease and the ability to influence people at all levels.	Application/Interview
8	A confident, effective communicator with good oral and written communication skills.	Application/Interview/Test
9	Customer focussed with the ability to build a strong business relationship with senior managers, understanding business requirements and identifying appropriate solutions.	Application/Interview
10	Knowledge of benefits of maximising the use of digital technologies.	Application/Interview
11	Analytical skills, with the ability to analyse and understand data and information and to use creative thinking to find solutions to problems.	Interview/Test

Our accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage Employer, Disability Confident Committed, The Mayor's Good Work Standard, Stonewall Diversity Champion, and Time to Change.

