

**Organisational Development Manager**

**£36,019 - £38,789 + Benefits**

We have an exciting opportunity for a talented and experienced Organisational Development Manager with a passion for leading, implementing and delivering organisational and personal development programmes. If you are comfortable working in a fast paced, dynamic, organisation during periods of organisational change with the ability to lead and influence at the most senior level we would love to hear from you.

**The Role**

This role will be vital in the delivery of our Organisational Development Strategy to ensure the successful implementation and delivery of our organisational design and development of our people to maximise performance. This role is integral to promoting high performance, high productivity, continuous improvement and an ownership culture. Working closely with the leadership team and external Stakeholders to drive innovation, maximise resources and deliver exceptional services to our community. This position takes the lead on the design, management and implementation of individual and organisational talent & development initiatives to build and sustain an inspired, engaged and enabled workforce.

**Required Skills/Experience:**

* An experienced Organisational Development Manager who is an active member of the Chartered Institute for Personnel Development (Graduate or above) or is currently working towards accreditation.
* Experience of providing strategic organisational development advice and guidance to a Senior Management Team and key business stakeholders.
* Leading and managing within a dynamic, multifunctional organisation
* Driving the development, implementation and management of organisational change initiatives
* Providing support and guidance in respect of managing organisational change
* Skilled in the areas of organisational design, leadership development and coaching, culture development, talent and succession, performance management, reward strategy and employment law.
* Undertake needs analyses, produce project plans, conduct associated research and deliver on improvement projects for teams/departments as required. To participate fully in the activities of the Learning and Development team and the wider HR team and work closely with other business services teams as required

**What we can offer you**

Tyne and Wear Fire and Rescue Service Headquarters are based in a purpose build office in Washington, with ample free parking and easy access from the A1 and A19. On site facilities include catering facilities and an onsite gym. The role also benefits from an attractive benefits package, including up to 41 days holiday, Local Government Pension scheme, and access to a range of social and volunteering opportunities.

**Interviews will take place on Tuesday 20 December 2016.**

