Person Specification

OD Practitioner

Part A
The following criteria (experience, skills and qualifications) will be used to short-list at the application stage as well as being explored further at the assessment and interview stage:

Essential

- Evidenced experience of assisting with the design & delivery of projects & programmes such as workforce development &/or management development &/or IT/digital skills development &/or employee support to meet agreed outcomes.

- Experience of providing advice & guidance to managers to meet the workforce requirements of their service.

- Experience of designing & supporting employee engagement interventions.

- Ability to establish, develop & maintain effective relationships, including constructive challenge when necessary.

- Evidenced experience of engaging employees as part of a high performing organisation.

- Evidenced commitment to personal development.

Desirable

- Relevant professional qualification in related fields – e.g. learning & development; management development; OD etc.

- Experience of working in a complex organisation with a range of "hard to reach" employees

- Experience of accounting for expenditure against contracts &/or income generation

Part B
The following criteria will be explored at the assessment and interview stage:
Essential

- Understanding of the benefits of e-learning & the Council's Learning Management system.

- Effective project & time management skills with ability to deliver to agreed outcomes & timescales.

- Theoretical knowledge & practical application of a range of OD &/or learning & development &/or IT & digital interventions to improve personal effectiveness.

- Ability to work both on own initiative & as part of a team.

- Ability to quickly establish personal & professional credibility

- Strong verbal or written presentation & communication skills.

- Evidence of living the Council's values of proud, fair ambitious through personal behaviour, attitude & practice.

Desirable

- Ability to design & support the development of e-learning & maximise the benefits of the Council's Learning Management system.

Additional Requirements

- Flexible approach to work, location, duties and hours