**Job Description**

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| **Job title** | **Senior Organisational Development Practitioner** |
| **Grade** | **8** |
| **Service/Team** | Learning & Development, People Management |
| **Main purpose of job *(i.e why is post required?)*** | Job purpose: To support the organisation based on sound insight and through carefully designed organisational development (OD) interventions. To build relationships at all levels, including senior level, to best explore and diagnose OD needs. Developing and delivering OD interventions using the most effective tools and approaches including coaching, team development, change management and bespoke learning opportunities such as leadership development. Contributing to the overall learning and development offer to the organisation and wider to meet agreed objectives, financial targets, and quality in-keeping with the people plan and other key strategies. With an OD approach, supporting the organisations vision, values and quest to create the best culture possible. |
| **Key responsibilities *(i.e what does the post broadly do to achieve its purpose?)*** | 1. Support the delivery of the People Plan and other relevant organisational strategies through organisational, learning and development activity.
2. To act as the OD business partner for specified parts of the Council and/or associated organisations to support organisational development, intervention and staff engagement.
3. Work with service areas to listen to need, diagnose, design and deliver the right OD interventions ensuring successful outcomes.
4. Working closely with service areas and leaders to contribute to organisation, directorate and division wide projects, strategies and action plans.
5. Directly deliver and/or support the delivery of a broad range of learning and development activities including facilitated training.
6. To take a curious an innovative approach to OD, bringing the latest ideas and approaches to practice.
7. Working collaboratively across the organisation to support leadership development, change, culture, values and behaviours.
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| **Key tasks *(i.e the specific duties that are required to achieve responsibilities)*** | 1. Build business partner relationships with senior managers and specific organisational areas
2. Link with managers and employees to diagnose, plan and fulfil organisational learning and development needs including coaching and team development
3. Lead on the response to organisational priorities and strategies
4. Design, deliver and evaluate the Sunderland Leadership Programme
5. Research and share the latest learning and OD tools/techniques
6. Carry out employee engagement activity
7. Provide reports on learning activity
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| **Responsible for staff/equipment**  | N/A |
| **Other duties/specific policies e.g. DBS** | The post holder must carry out their duties with full regard to the Council’s Equal Opportunities Policy, Code of Conduct and all other Council Policies.The post holder must comply with the Council’s Health and safety rules and regulations and with Health and safety legislation.The post holder must act in compliance with data protection principles in respecting the privacy of personal information held by the Council.The post holder must comply with the principles of the Freedom of Information Act 2000 in relation to the management of Council records and information. To comply with the principles and requirements of the Data Protection Act 2018 and GDPR in relation to the management of Council records and information, and respect the privacy of personal information held by the Council |