**Person Specification**

**Job title: Senior Organisational Development Practitioner**

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| **Criteria Type** | **Essential Criteria Only** | **Method of Assessment** |
| **Qualifications** | Hold a professional qualification in a relevant area such as people management, organisational/learning development, organisational psychology, coaching and mentoring or leadership and management. | Application form/certificates |
| **Experience** | Experience of listening to need, diagnosing, designing and delivering relevant OD interventions whilst ensuring successful outcomes.  Experience of the design and delivery of facilitated learning including events, workshops, training and webinar/virtual learning.  Experience of coaching and/or mentoring colleagues and leaders within an organisation.  Experience of delivering team development activity using a range of tools and techniques.  Experience of leading and or/contributing to culture, values and change management projects.  Business partner experience with a service area/team/client | Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview |
| **Skills, Knowledge, Ability (including ability to develop knowledge, skill or experience)** | An understanding of the latest OD theories and approaches and a desire to share them with colleagues and bring them to practice.  The ability to effectively engage with employees in a range of ways to best gather and utilise their feedback.  The ability to prioritise workload and to manage competing demands/priorities.  The ability to successfully, and where needed quickly, establish and maintain effective senior leader relationships.  The ability to offer sound OD advise based on insight and at times constructive challenge.  Commitment to personal and professional development, networking and sharing good practice within and outside of the organisation. | Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview  Application form,  Scenario Activity &  Interview |
| **Work Related Circumstances/Values of the Council** | Commitment to Equal Opportunities  Commitment to council values and behaviours of innovate, enable and respecting others  Compliance with health and safety rules, regulations and legislation  Ability to meet the travel requirements of the role | Application form  Short online assessment  Application form  Short online assessment  Application form  Application form |