

## **Person Specification OD Lead Specialist (YHN)**

### **Part A:**

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

#### **Essential:**

- A successful track record of developing and delivering major internal communications / employee engagement / change initiatives leading to organisational development and demonstrable change.
- Experience of working in a large complex organisation facing significant change.
- Track record of advising, challenging and influencing credibly at senior management and leadership levels.
- Evidence of ability to build strong and effective networks and working relationships with organisations.
- Excellent written communication skills.
- Ability to analyse and interpret complex information, research and data (e.g. staff survey results) and to use it to inform employee engagement, learning and development and organisational development approaches.
- Ability to manage projects and prioritise a workload to meet varied and conflicting deadlines within budget.
- Knowledge of current issues relating to local government, social housing and public sector.

### **Part B**

The following criteria will be explored further at interview stage:

- Extensive knowledge and understanding of organisation development, learning and development and communication and engagement strategies and models and their application in a complex organisation.
- Excellent oral communication & presentation skills.
- The ability to engage, influence and challenge across all levels of the organisation and quickly establish personal credibility.
- Committed to equalities and anti-discrimination practice in employment and service delivery.
- Ability to operate effectively in a politically sensitive environment.