

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 (via CV and covering letter) 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.