

Person Specification

Organisational Development Practitioner

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential:

- Experience supporting internal or external clients within a complex organisation, delivering to agreed objectives and outcomes.
- Experience delivering effective face to face training, employee engagement, or similar activity.
- Ability to establish, develop and maintain effective relationships, including providing constructive challenge when necessary.
- Able to support the effective delivery of e-learning through the management of key information systems.
- Ability to understand and use data effectively, including data manipulation skills and reporting.
- Evidenced commitment to personal development.

Desirable:

- Relevant professional qualification in a related field, for example learning and development; management development; organisational development.
- Experience of working in a complex organisation with a range of “hard to reach” employees.
- Experience of providing advice and guidance to managers and/or business clients.

Part B

The following criteria will be further explored at the interview stage:

- Experience of working on cross-departmental or complex projects to deliver organisational change.
- Understanding of the benefits of e-learning and digital engagement in a workforce context.
- Ability to take an active role as part of an effective team.
- Ability to quickly establish personal and professional credibility.
- Strong verbal or written presentation and communication skills.
- Ability to actively solve problems and use own initiative.