

Job Title: OD Partner
Grade: 11

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

- Have access to more good jobs and share the benefit of economic growth
- Be healthier and more independent for longer
- Feel safer, happier, and more supported in their community

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

People Services are responsible for the delivery of a range of People related activities including Organisational Development, Learning and Development, Employee Relations, Policy development, Reward, Resourcing, Change Management and Health, Safety and Wellbeing. People Services are also responsible for the development and delivery of the People Strategy, focusing on

the four main pillars; Keeping and attracting talented People; Promoting a positive working environment, Developing skills for now and the future, and

Developing leaders for now and the future. All that we do focuses on how we will develop the right culture, support, and skills to keep making a difference for Staffordshire's communities.

Reporting Relationships

Responsible to: Head of People Solutions

Responsible for: N/A

Key Accountabilities:

1. Contribute to the development of the OD Service, being an active member to ensure that the operational solutions delivered align with strategic ambitions.
2. Member of OD Service sharing collective ownership of all outcomes.
3. As part of OD Service support the development and implementation of corporate policies, procedures, and strategies to support efficiency savings, flexibility, change and continuous improvement.
4. Take operational responsibility for implementing components of the OD Strategy:
 - Provide the operational interface to middle and senior managers through the provision of quality guidance and support in developing and progressing OD solutions to achieve business objectives
 - Be a key advocate for developing employee engagement, creating a range of engagement approaches and activities into all OD solutions
 - Promote health and wellbeing as part of employee engagement, integrating into all operational OD solutions wherever possible
 - In conjunction with the OD Consultant contribute towards the development of an Organisational Development centre of excellence
 - To operationally deliver OD interventions and related projects that support the overarching strategic ambitions of service areas to improve capability and to embed the council's values and associated behaviours.
 - To use workforce and business intelligence to identify OD requirements

- Contribute to the shape, support and execution of service and transformation plans through the timely delivery of Organisational Development interventions, utilizing a range of methods and approaches
 - Provide ideas and challenge to business service areas, acting as a catalyst for change
 - Collaborate with other parts of OD and work in conjunction with corporates services (e.g., HR, TSU, Communications) to align work to the needs of the business
 - Provide group and one to one coaching with managers so as to deliver OD interventions inclusive of coaching, workshops, and skills analysis
 - Work in collaboration with the corporate centre (e.g., Communication, Learning and Development, HR, Policy etc.) in the formulation of particular plans and activities to support project implementation.
 - Identify and use opportunities to champion the OD agenda and act as an ambassador; role modelling behaviours consistent with our values and the development of an organizational culture that promotes involvement, capability, and quality across the organisation.
 - Commission and inform the design and delivery of workforce development interventions to address development needs identified through OD interventions.
 - Provide and interpret management information to influence the achievement of a high-performance culture including the production of KPI reports
5. As a member of the OD Service:
- Ensure OD interventions are grounded in insight and meet business need.
 - Support the implementation of all aspects of the OD strategy and related projects to improve capability and to embed the council's values and associated behaviours.
 - Promote employee engagement and integrate this into all operational delivery
6. In conjunction with others, contribute towards the development of medium- and long-term strategies that enable Staffordshire to strengthen its position as a great place to live and work for the benefit of all its communities and citizens.
7. Act as an advocate for the residents and communities of Staffordshire, ensuring that their voice is heard and considered when developing strategies and commissioning outcomes.
8. Promote the role of local democracy by actively engaging local members in the shaping of strategies and the outcomes to be delivered.

9. Develop strong and effective partnerships with other public, private, and third-sector organisations so that strategies can be developed jointly, where appropriate, and joint commissioning of shared outcomes is enabled to maximise the value to the public purse.
10. Demonstrate an active commitment to health and safety and encourage the development of a positive health and safety culture which ensures, as a minimum, that the Council fulfils its legal obligations in relation to health, safety, and welfare of employees and those affected by work undertaken by the Council.
11. Value diversity and ensure that the Council meets the needs of disparate communities in Staffordshire by promoting equality of opportunity and access to services.
12. Encourage autonomy and champion the new commissioning model both internally and externally.
13. Actively promote the new competency and performance management frameworks.
14. Act as an ambassador for the Council, on a local and regional level as appropriate.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

As a member of the OD service:

- Ensure OD strategy meets business need and transformational change across the organisation.
- Support the implementation of all aspects of the OD strategy and related projects to improve capability and to embed the council's values and associated behaviours.
- Identify and use opportunities to champion the OD agenda and act as an ambassador; role modelling behaviours consistent with our values and the development of an organizational culture that promotes involvement, capability, and quality across the organisation.
- Demonstrate strategic thinking to challenge and influence thinking and behaviours and excellent partnership working skills.
- Continuously seeking improvement in the service, they provide, and also in liaison with partners and stakeholders in delivery of OD services.

- Positive participation and contribution in team briefings, consultation, and development exercises.
- Participation and contribution in the Personal Performance Review process.
- Ensuring all work is completed with a commitment to Equal Opportunities and anti-discriminatory practice.

The content of this job description and person specification will be reviewed on an annual basis in line with the Chief Executive's Office training and development review policy.

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.



The content of this Job Description and Person Specification will be reviewed on a regular basis.


Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	Qualifications <ul style="list-style-type: none"> • Degree or equivalent level qualification or experience. • Chartered Member CIPD or relevant alternative qualification or experience. 	<p>A</p> <p>A</p>
	Knowledge and Experience <ul style="list-style-type: none"> • Educated and or training within the organizational development field. • Experience and knowledge of OD/change management principles, diagnostics and methodologies and techniques, in particular whole systems thinking • At least 3 years' experience of delivering OD interventions on Change Programmes • Good all-round technical OD knowledge and experience covering both theory and practice, • Commercial acumen as well as public sector knowledge – ability to interpret and anticipate trends. • OD knowledge for analysing people issues affecting business performance. • Ability to build relationships quickly. • Able to work with and analyse data and MI drawing reasoned and evidenced conclusions • Have sufficient and demonstrable experience to contribute to OD Strategy development for relevant services. • Experience of working with senior managers and specialists to develop appropriate OD interventions to help improve organisational performance • Proven experience of delivering outcomes through effective matrix management and working 	<p>All by A/I</p>

	<ul style="list-style-type: none"> • General knowledge of Public Sector policy developments. 	
	<p>Skills</p> <ul style="list-style-type: none"> • Ability to foster and champion innovation, leading to the successful commissioning of innovative best in class services, further enhancing the County Council's reputation. 	<p>All by A/I</p>

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<p>This post is designated as a casual car user</p>	<ul style="list-style-type: none"> • Politically aware, with a general understanding of the current challenges facing local government and Staffordshire County Council in particular, coupled with financial and commercial awareness. • Probity, credibility that engages and instils the confidence of senior leaders, staff, and stakeholders. 	
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If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

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