

**Post title:** Organisational Development –  
Senior Organisational Development Practitioner (A4310)

**Division:** Human Resources

**Responsible to:** Assistant Director – Human Resources

**Responsible for:** N/A

**Evaluation:** 586 Points **Grade:** N9

**Job purpose:** To support in the improvement and organisational development of the Council and workforce by contributing to the diagnosis and intervention, development and delivery of Organisational development, engagement and effective communication strategies, plans, policies and practice.

To contribute at a senior level to delivering the OD mission to create and maintain an environment where people thrive in a high performing organisation.

### **Principal Accountabilities:**

#### **Corporate**

- (i) To contribute to the diagnosis, development, implementation and review of Organisational Development and other related strategies and plans.
- (ii) To undertake Corporate and Directorate specific projects.
- (iii) To act as the lead business partner for specified parts of the Council and/or associated organisations to support organisational development, intervention, staff engagement and internal communications.
- (iv) To develop policy and practice to support continuous improvement, high performance and organisational development.

#### **Directorate**

- (v) To work collaboratively with all parts of the Division to support change management and the development and improvement of the organisation.
- (vi) To assist with work allocation, advice and personal development of OD staff on a project or assignment and personal development basis and ensure the effective programme management of projects across the Division.
- (vii) To help review the performance and effectiveness of the team including the generation of income and the VFM provision of services.

(viii) To promote and implement the Council's Equalities Policy in all aspects of employment and service delivery.

**External**

(ix) To conduct research to inform improvements in the Council.

(x) To represent the Council and / or Directorates on external bodies, if required.

(xi) To deliver a service to external not for profit customers if required.