

Person Specification Senior OD Practitioner

Part A

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

Essential

- Evidenced experience of contributing to the design, development & implementation of a range of plans, strategies & other interventions that led to positive behavioural change & increased employee engagement
- Evidenced experience of designing & delivering workshops & team events.
- Ability to establish, develop & maintain effective senior client relationships, including constructive challenge when necessary.
- Evidenced experience of engaging employees as part of a high performing organisation.
- Coaching &/or mentoring experience
- Relevant professional / post graduate qualification in a related field – e.g. coaching / mentoring; management development; learning development; OD etc.
- Evidenced commitment to personal development

Desirable

- Business partner experience with a specific client(s) or section(s)
- Experience of working in a large, complex organisation with a range of “hard to reach” diverse employees

Part B

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

Essential

- Effective project management skills with ability to deliver to clients' outcomes & timescales.
- Theoretical knowledge & practical application of a range of OD interventions & insight tools & models to improve management & team effectiveness.
- Ability to work both on own initiative & as part of a team.
- Ability to quickly establish personal & professional credibility at all levels of an organisation.
- Excellent verbal and written presentation & communication skills.
- Evidence of living the Council's values of proud, fair ambitious through personal behaviour, attitude & practice.
- A solution focussed, enthusiastic approach to problem solving/challenges, with the tenacity to look past obstacles and maintain a positive outlook
- Creative with the ability and confidence to generate original ideas that bring about positive change

Desirable

- Experience of managing or mentoring team members.

Additional Requirements

- Flexible approach to work, location, duties and hours