

# Recruitment person specification

Post being recruited for – Senior HR Consultant (Organisational Development)

## Our Behaviours

These apply to all posts

**Respect**

We're inclusive, we promote equality, we treat people with fairness, understanding and kindness and we consider others in our decisions and actions.

**Integrity**

We're open and honest, we take responsibility, we build trust and we pull together to do what's right for our residents, colleagues and city

**Flexibility**

We're open minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning

## Essential

## Desirable

### **Experience**

- Knowledge of and experience in applying Organisation Development methodologies, tools and frameworks
- Detailed technical expertise and experience of consulting across one or more of the following areas:- attracting the best people, leadership development, growing and retaining talent, equalities, diversity & inclusion, and health & wellbeing
- Experience of utilising research principles, data, networks (internal and external) and analytics to develop best practice approaches
- Experience in change management
- Experience in report writing and development of business cases to support key outcomes
- Significant experience of working collaboratively with stakeholders (internally and externally), exploring alternative perspectives and seeking to develop and implement innovative practices and thinking into our organisation

- Experience of thinking strategically and influencing and contributing to organisational decision making

### **Knowledge & Understanding**

- Highly developed internal consultancy and contracting skills
- Proven ability to adapt influencing styles and stakeholder engagement and management to drive enduring organisational change
- Excellent analytical, verbal and written communication skills to accurately document, report, and present findings to a variety of audiences
- An authentic leader who can lead by example, inspiring confidence and building respect
- A proven ability to plan, manage and deliver complex projects and assignments
- Ability to support and coach leaders to lead in alignment with our vision and values
- Ability to bring forward proposals for improvement and contribute to our organisational effectiveness.
- Ability to develop strong relationships across our organisation and to influence the right behaviours and the best possible outcomes
- Ability to take a broad view in the analysis and resolution of complex issues, assess impacts and provide recommendations.

- Commercially and financially astute

**Qualifications/Memberships**

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| <ul style="list-style-type: none"><li>• Qualified to postgraduate level in a relevant discipline or able to demonstrate equivalent experience</li><li>• Evidence of continuous professional development</li></ul> | <ul style="list-style-type: none"><li>• CIPD Chartered professional membership or equivalent</li></ul> |
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