

**Police Staff**  
**Leadership Development Advisor**  
**People Development**  
**Role Definition: WT025 / 20906**

**ROLE DEFINITION**

Dept / Area Command:	People Development	Section:	Organisational Development
Post Title:	Leadership Development Advisor	Post Reference:	WT025 / 20906
Post Grade:	Grade H	Location:	Ponteland and home working
Car User Status:		Telephone Allowance:	
Shift Allowance:		Standby Allowance:	
Weekend Enhancement:		Contractual Overtime:	
Line Manager:	Leadership Development Partner		
Staff Responsibilities:	Not Applicable		
Purpose:	Support the Leadership Development Partner to improve the knowledge, skills and behaviours of the workforce to be effective in their role through the design, development and delivery of a range of innovative leadership and development programmes and opportunities.		

**Key Responsibilities:-**

- 1. Design and deliver organisational wide leadership and development solutions that embrace modern technology, digital software, self-serve and future thinking, keep up to date with learning and development research, emerging ideas and best practice, in addition to traditional learning techniques.**
- 2. Work collaboratively with the wider OD team and other People Services & People Development teams to improve understanding of people priorities ensuring these are featured in leadership and development offerings.**
- 3. Work closely with the College of Policing to identify leadership and development opportunities and promote these within the organisation to the relevant target audiences.**
- 4. Research, evaluate and negotiate with external suppliers where appropriate, ensuring products are underpinned by force priorities and deliver return on investment.**

**5. Evaluate leadership and development opportunities and programmes to understand employee experience, capture organisational learning and measure return on investment. Act upon information obtained through evaluation to drive continuous improvements to learning products.**

**6. Engage with key internal and external stakeholders including the College of Policing and force counter parts to share best practice.**

**The postholder may be required to undertake such other responsibilities as are reasonably commensurate with the grade of the post.**