

Police Staff
Leadership and Talent Development Manager
People Development
Role Definition: WT009 / 20902

ROLE DEFINITION

Dept / Area Command:	People Development	Section:	Organisational Development
Post Title:	Leadership and Talent Development Manager	Post Reference:	WT009 / 20902
Post Grade:	Grade K	Location:	Ponteland/Home working
Car User Status:		Telephone Allowance:	
Shift Allowance:		Standby Allowance:	
Weekend Enhancement:		Contractual Overtime:	
Line Manager:	Organisational Development Lead		
Staff Responsibilities:	Professional Development & Assessment Partner, Leadership Development Partner, Talent Development Partner.		
Purpose:	Manage the development and delivery of the talent development offering through the development of leadership, talent management programmes, toolkits, performance assessment and improvement initiatives and mentoring and coaching to enable people to achieve their full potential and increase workforce capability.		

Key Responsibilities:-

- 1. Manage the development and delivery of P&DR and people assessment framework to assess individual performance and potential, overseeing compliance and quality of P&DR across the workforce to support selection, performance, career progression and workforce capability.**
- 2. Lead the implementation and delivery of promotion and succession planning pathways which are inclusive, increase employee engagement and ensure capacity and capability to meet current and future organisational needs.**
- 3. Manage the design and delivery of a leadership development framework for leaders at all levels, developing leadership knowledge, skills and behaviours through learning, CPD, supporting programmes and accredited qualifications to increase leadership capability to meet the current and future challenges of policing.**
- 4. Lead the development of a careers framework, including career pathway planning, careers advice, maximising national opportunities; high potential, direct entry and fast track schemes to attract, retain and build a talented workforce.**

5. Manage and deliver mentoring and coaching programmes to enhance both individual professional skills and knowledge and potential to achieve personal goals, in order to increase workforce engagement and performance.

6. Evaluate effectiveness of all learning and development programs monitor and analyse training data, statistics and trends to inform interventions to strengthen capability, increase readiness and address identified and forecasted talent gaps.

7. Identify and implement best and emerging practice to inform the talent development and leadership frameworks, providing a point of contact with College of Policing and other external providers to maximise opportunities for development.

8. Manage all allocated budgets for leadership & talent development activity ensuring adherence to financial protocols and efficient procurement of professional workforce development.

9. Provide leadership and direction to the Professional Development, Leadership Development and Talent Development teams including recruitment, P&DR, and wellbeing of staff, ensuring they have the skills, knowledge, behaviours and experience to be productive in their role and reach their full potential.

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