

Police Staff
Organisational Development Manager
People Development
Role Definition: WT004 / 20900

ROLE DEFINITION

Dept / Area Command:	People Development	Section:	Organisational Development
Post Title:	Organisational Development Manager	Post Reference:	WT004 / 20900
Post Grade:	Grade K	Location:	Ponteland and home working
Car User Status:		Telephone Allowance:	
Shift Allowance:		Standby Allowance:	
Weekend Enhancement:		Contractual Overtime:	
Line Manager:	Organisational Development Lead		
Staff Responsibilities:	Role & Reward Partner, Organisational Development Partner		
Purpose:	Lead and manage the delivery of organisational development and design activity, creating value led people development frameworks and delivering organisational development activities to increase workforce capacity and capability as well as support a learning culture.		

Key Responsibilities:-

- 1. Lead and manage the organisational development (OD) function, delivering OD initiatives that enable high performance, increased capability and continuous improvement through sustainable people plans to achieve the desired culture, behaviours, and values.**
- 2. Develop inclusive and accessible People Development frameworks that prioritise individual wellbeing, create workforce autonomy and promote development within a supportive environment for all officers, staff, and volunteers.**
- 3. Lead on and take ownership of organisational development activity, including role design, job evaluation, developing organisational structures and people planning to deliver workforce transformation.**
- 4. Embed a professional development and talent framework that will enable greater workforce mobility through the introduction of career pathways and job families, as well as an understanding of the activities, behaviours, knowledge, and competencies required for individuals to perform effectively in their role.**

5. Create learning pathways which can encompass the whole organisation, or be specific to targeted groups, which will equip the workforce and leaders at all levels to meet current and future policing challenges in support of workforce transformation.

6. Develop and maintain a reward and recognition framework for officers and staff which is fair and equitable, recognises and values people performance and supports behavioural and cultural change.

7. Proactively utilise organisational insights and data to identify themes and trends in relation to culture, leadership, and staff engagement in order to develop OD interventions and increase employee experience.

8. Work in partnership with People Development leads to deliver the OD initiatives of the People Plan, ensuring the effective delivery of People Development objectives which create a valued employee experience and effective service delivery model in support of the Force's strategic priorities.

9. Provide leadership and direction to the Organisational Development team including recruitment, appraisal, development, and performance 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.