

Police Staff
Organisational Development Partner
People Development
Role Definition: WT005 / 20526

ROLE DEFINITION

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| Dept / Area Command: | People Development | Section: | Organisational Development |
| Post Title: | Organisational Development Partner | Post Reference: | WT005 / 20526 |
| Post Grade: | Grade I | Location: | Forth Banks and home working |
| Car User Status: | | Telephone Allowance: | |
| Shift Allowance: | | Standby Allowance: | |
| Weekend Enhancement: | | Contractual Overtime: | |
| Line Manager: | Organisational Development Manager | | |
| Staff Responsibilities: | Not Applicable | | |
| Purpose: | Design, develop and deliver organisational development and design activity, taking a consultative and holistic approach to the creation of value led people development frameworks in order to increase workforce capacity and capability. | | |

Key Responsibilities:-

- 1. Deliver organisational development (OD) initiatives which increase performance and ensure the workforce is adaptable, responsible to change, as well as enhancing the capacity, capability, and productivity of the workforce.**
- 2. Support OD activities, including role design, job evaluation and developing organisational structures to ensure they are fit for purpose and responsive to change.**
- 3. Design and deliver professional development and talent frameworks through the creation of career pathways and job families through understanding the activities, behaviours, knowledge, and competencies required for individuals to perform effectively in their role.**
- 4. Create learning pathways for roles and functions within the organisation, ensuring that individuals and the organisation understand the capabilities required to deliver effective performance within business areas.**

- 5. Transform people development frameworks, policies, and procedures to ensure that they are inclusive and accessible, prioritise individual wellbeing, workforce autonomy and foster a learning culture, including the creation of a Knowledge Hub**
- 6. Lead a collaborative and consultative approach to workforce transformation and the development of people development frameworks and policies through consultation with key stakeholders and ensuring compliance where appropriate.**
- 7. Undertake reviews and analysis of people metrics and qualitative insights and intelligence to identify gaps and areas that require people development interventions to enhance employee value and engagement.**
- 8. Interpret national policies, frameworks, and the wider agenda for transforming policing which may impact on the current and future OD, leadership, and development plans of the force to maximise new opportunities and ensure compliance where appropriate.**
- 9. Conduct outward focused, future thinking research in relation to organisational development and workforce transformation utilising a range of sources including papers, publications and benchmarking reports to identify best practice and new approaches to ensure that the organisation is kept up to date with external developments and to inform future decision making.**

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