

Job Description

Job title

Organisational Development (OD) Practitioner

Hours

37.5 - Full time

Contract

Permanent

Role profile and grade

OS45A - Grade 4

Salary

Starting salary £41,490 with biennial increments

Location

Cheadle / Hybrid

Reports to

Head of Learning & Organisational Development

Type of DBS required

Standard DBS (We will apply for this on your behalf)

Job purpose

The Organisational Development Practitioner will drive organisational effectiveness through the design and implementation of culture and behavioural change strategies, tools, and frameworks that align people, processes, and culture with the Trust's strategic priorities.

Acting as a change ambassador, the role will support leaders and teams in adapting to new ways of working, while serving as a trusted partner to People & Culture colleagues, service leads, and other key stakeholders.

By embedding Organisational Development principles and practices across the Trust, the postholder will enable sustainable improvement, foster collaboration, and strengthen a culture that supports the delivery of the Trust's ambitions.

Key responsibilities

- Lead the development of organisational design frameworks, incorporating workforce feedback to capture perspectives on structure, culture, and processes. Analyse organisational effectiveness data, staff survey results, and capability gaps to provide evidence-based recommendations.
- Lead on staff engagement initiatives by working collaboratively with managers and People & Culture colleagues to design, deliver, and embed approaches that elevate the voice of our staff through championing equity, diversity and inclusion, building overall engagement, performance, and retention.
- Lead the design and delivery of an innovative leadership development offer that promotes self-awareness, reflection, and a culture of care, compassion, inclusion, continuous development, and high performance aligned with the Trust's strategic ambitions.
- Manage the Investors in People accreditation partnership.
- Build strong relationships with stakeholders at all levels, using clear communication and collaborative approaches.
- Define and monitor KPIs to evaluate the effectiveness of OD and change initiatives, using data-driven insights to identify trends, highlight successes, and pinpoint areas for improvement.
- Develop and implement culture diagnostic tools, applying an evidence-led approach to identify risks and gaps, and make recommendations that support organisational change.
- Design and deliver initiatives that embed organisational values into everyday practice, including workshops that foster collaboration around values and behaviours, manager support to interpret survey results and co-create meaningful action plans, and coordination of pulse surveys to monitor engagement and culture trends.
- Coach and support all leaders to effectively engage with strategic change initiatives, building their capability to lead teams through transition and sustain long-term organisational improvement.
- Design and deliver a robust one-to-one and appraisal framework that supports managers to hold high-quality wellbeing, development, and performance conversations with employees. Provide supporting toolkits to maximise outcomes, underpinned by accountability and support.
- Contribute to the design and implementation of talent management and succession planning frameworks and associated tools.
- Support change management activities by developing and deploying change toolkits, facilitating stakeholder engagement sessions, measuring cultural

impact and risk, and contributing to clear and supportive change communications in collaboration with People & Culture colleagues.

Other responsibilities

- Actively engage with the Together Trust’s vision & mission.
- Champion of values (Positive, Professional, Passionate, Supportive).
- Embed strategic initiatives that support a just, person-centred, and inclusive culture.
- Commit to promoting equity, diversity, and inclusion

Person specification

You will need to demonstrate the extent that you have the necessary requirements for this role. Please use examples in your application of how you match the criteria in the person specification and your experience of the responsibilities outlined for the role.

	Essential	Desirable
Educations, qualifications, and training	<p>Educated to Degree level.</p> <p>Evidence of continuing professional development</p> <p>Specific OD Practitioner certification e.g.: MBTI, Coaching, Mentoring, Leadership Development</p>	<p>Other psychometric Testing qualification</p> <p>HR/CIPD qualification</p>
Experience and skills	<p>Experience in designing and delivering a range of development programmes</p> <p>Advanced oral and written communication skills at all levels, including presentation and facilitation skills</p> <p>Experience of embedding organisational values</p> <p>Change management skills</p> <p>Data interpretation to support OD interventions</p>	<p>Experience of reporting to Trust Board level within organisational governance framework arrangements both written and verbally</p> <p>Project Management</p>

Knowledge and understanding	<p>Development of strategies, policies and processes that support organisational analysis and development</p> <p>Good understanding of leadership and management theory and proven ability to translate to practice from both personal and organisational perspective</p> <p>Have an understanding and utilisation of OD methodology, the design and delivery of high-quality OD interventions, incorporating formal and informal development approaches</p> <p>Understanding of the range of issues impacting on staff retention</p>	<p>Microsoft 365 and SharePoint</p> <p>Financial knowledge and the ability to manage a budget</p>
Other	<p>Ability to travel across the Together Trust locations</p> <p>Lead and role model for Trust values and behaviours</p>	<p>Driving licence</p>

Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status, or socio-economic background. We are committed to making reasonable adjustments for disabled people. We positively encourage applications from those with lived experience.

If there is any part of your lived experience you want to keep confidential in some way, please talk to the Recruitment or HR shared service teams and we will do what we can to support you

