

Organisational Development & Culture Specialist

Reference No.	A4858	Type	Individual
Service	Health & Social Care Partnership		
Job Family	Professional 3	Grade	FC9

Purpose

To provide consultancy support to services in relation to the identification, planning and delivery of solutions to meet their organisational development and future workforce needs.

Manage/Lead on projects and specific areas of organisational development activity to drive change, build effective working relationships and workforce solutions across the whole Partnership, delivering performance improvement and innovation.

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
<p>Engaging and working with customers within the corporate/service structures and with external partners to identify needs, desired outcomes, specifications and requirements.</p> <p>Developing and maintaining effective communication, engagement and consultation with a range of stakeholders to further their understanding of the role of OD & Culture within the Partnership, including Trade Unions, NHS and Fife Council partners.</p>	<p>Educated to SCQF level 9 which includes a Degree or equivalent in a relevant subject/professional area</p> <p>Post Graduate qualification in associated subject</p> <p>Qualification in, and/or practice experience in, health or social work / social care</p> <p>Membership of a relevant professional institute/regulatory body</p>	<p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>
<p>Leading corporate and professional organisational development projects from inception to completion. Ensuring the complex projects are delivered against desired strategic outcomes, professional standards, organisational & cultural expectations and behaviours.</p>	<p>Knowledge of consultancy, commissioning and needs analysis (Focus on customers - See 'How We Work Matters' Framework)</p> <p>Ability to provide a regular and effective service</p>	<p>✓</p> <p>✓</p>	

Identifying, planning, commissioning and delivering the most efficient and effective organisational development and workforce interventions using best value principles.
Working with partners in Fife Council and the NHS to support OD approaches within the Partnership.

Project management skills (Deliver results)	✓	
Experience of successfully implementing a range of workforce organisational development interventions	✓	
Ability to manage competing priorities	✓	

E = Essential Criteria D = Desirable Criteria

Role Profile

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	Analytical approach to problem solving and ability to determine creative and practical solutions (Take ownership)	✓	
Managing on a daily basis the deployment of learning and organisational development resources, projects and/or students. Ensuring work is completed to agreed standards and timescales in line with priorities, work-plans and customer expectations.	Knowledge and skills in commissioning and project/performance/outcome monitoring	✓	
Measuring performance through the regular monitoring of inputs, outputs and outcomes.	Experience to motivate colleagues and manage performance	✓	
Providing extensive professional knowledge, skills and expertise across a wide range of organisational development and workforce contexts.	IT skills (Embrace technology and information)	✓	
Representing the Health & Social Care Partnership at meetings, cross-service/interagency and academic forums/boards/assessment panels/ working groups. Working alongside managers, services and teams to provide specialist support to embed a Systems Leadership approach across the Partnership to improve our organisational culture.	Ability to adapt to the situational context and use emotional intelligence appropriate to the situation Strong organisational, professional and business awareness	✓ ✓	
Using sectoral/organisational/professional awareness, knowledge and insight to contribute to the design of Partnership strategies, policies and activities.	Experience of collaborative working, developing and maintaining effective working relationships (Work together)	✓	

Working with managers across the Partnership to analyse and develop responses to employee survey reports – both Partnership wide and with specific teams where required. Driving the cultural improvement needed, identified through iMatter results, Heartbeat results and other data, alongside operational colleagues and lead the HSCP OD contribution to support employee engagement in collaboration with NHS and Fife Council colleagues.			
Working closely with the Independent Sector Lead to develop a strategy to improve collaborative working between the Statutory partners and the Independent Sector.			
Working alongside the Independent and Third Sectors to review, consult and co-design integrated career pathways and improve our response to workforce challenges in this area.			
Working with NHS and Fife Council HR colleagues, alongside Colleges & Universities, to improve our career pathway opportunities and develop a strategy that will support qualifications, recruitment, and retention across our Partnership workforce, including the Independent and Third Sectors.			
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

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Role Profile

Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following:

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Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required

Before confirming appointment: You may be required to obtain PVG scheme membership or a Disclosure check. Please refer to the job advert for clarification of the specific requirement.

Additional Information – the following information is available:	Expected Behaviours
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- Skills Framework (if applicable)
- **How** we work matters

Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values.

Please refer to How We Work Matters Guidance to learn more.

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