



Reports to: CPO

Role Purpose:

To lead strategy development, thought leadership and delivery of integrated organisation development, culture, inclusion, leadership and learning initiatives to enable leaders and managers in UKRI to develop talented people and create a diverse and inclusive culture. To lead the design and delivery of new strategies, frameworks and cross-UKRI approaches for Leadership, Learning and Development, Equality Diversity and Inclusion (EDI), Wellbeing, Culture and Organisational Effectiveness.

Key accountabilities:

Senior HR Leadership Team

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Stakeholder management

- [Redacted]
- [Redacted]
- [Redacted]

Leadership and Direction

- [Redacted]
- [Redacted]
- [Redacted]

Organisation Development

- [Redacted]
- [Redacted]
- [Redacted]

Learning and Development

- [Redacted]
- [Redacted]
- [Redacted]

Equality, Diversity and Inclusion (EDI)

- [Redacted]
- [Redacted]
- [Redacted]

Wellbeing

- [Redacted]
- [Redacted]

Culture and engagement

- [Redacted]
- [Redacted]
- [Redacted]

Knowledge, Skills & Experience:

- University degree / Post Graduate Masters degree in HR or Organisation Development or equivalent relevant professional experience
- CIPD membership and/or equivalent relevant professional experience
- Significant experience of leading and delivering integrated organisation development, culture, inclusion, wellbeing, leadership and learning initiatives in the public sector during periods of significant change (essential to have experience of at least 4 of these areas, desirable to have experience of all areas)
- Experience of leading equality, diversity and inclusion projects and plans to meet the requirements of the Public Sector Equality Duty
- Experience of raising the profile of the OD function and the service that it can offer in a public sector context (desirable)
- Experience of reviewing and evaluating outsourced learning and development providers (desirable)
- Experience of providing strategic direction on wellbeing practices and managing suppliers of OH services (desirable)
- Experience of developing and implementing transformational change programmes and developing high impact approaches to Learning and Development and Culture change.
- Strong understanding of HR organisation, policies and processes.
- Experience in complex public sector/government organisational settings enabling the role holder to provide leadership to others (directly and indirectly) across functions systems, processes and challenges.
- Significant demonstrable experience of creating and influencing the future shape of organisational thinking and decision making through horizon scanning, making connections, innovating and pragmatically shaping evolving solutions, staying curious and creative.

- Strong collaboration and communication skills and experience of influencing stakeholders and decision makers.

Dimensions:

Team:

Budget:

Date prepared: March 2021

