

Job description

Job title:	Organisational Development (OD) Lead
Reporting to:	Head of People & OD
Salary:	£72,787 per annum plus excellent benefits
Contract type:	Permanent
Hours per week	Full time team members work 37.5 hours per week, and with hybrid working those hours can be done any time between 7am – 7pm. Core working hours are 10am – 3pm. For this role we would need approximately 1 day per week in the office, in line with our hybrid working framework.

The Health Foundation

We are an independent charity committed to bringing about better health and health care for people in the UK. Our aim is a healthier population, supported by high quality health care that can be equitably accessed. We learn what works to make people's lives healthier and improve the health care system. From giving grants to those working at the front line to carrying out research and policy analysis, we shine a light on how to make successful change happen.

We make links between the knowledge we gain from working with those delivering health and health care and our research and analysis. Our aspiration is to create a virtuous circle, using what we know works on the ground to inform effective policymaking and vice versa.

We believe good health and health care are key to a flourishing society. Through sharing what we learn, collaborating with others and building people's skills and knowledge, we aim to make a difference and contribute to a healthier population.

Purpose of the role

The Health Foundation is a growing organisation, which currently has over 200 employees. This role sits within the People & OD team and will lead organisational development (OD) across the Foundation. Working with Senior Leaders and Directors to move forward team,

directorate and organisational wide initiatives aimed to ensure the Health Foundation embeds a culture of leadership and performance excellence.

Leading the development of the Health Foundation's overarching organisational development strategy and they will design and deliver OD activities, both directly and by working with partner organisations and OD consultants. Managing and partnering with these key external partners, supporting and building on existing initiatives and helping to shape and deliver an ongoing programme of improvement are key to the success of the role.

Responsibilities

- To develop, design and deliver the Foundation's OD strategies, processes and interventions that support the Foundation's ambition to be a high performing organisation; to include initiatives which foster a high-performance culture, where valuing learning, continuous improvement and diversity are the norm.
- Management and development of the Foundation's internal Leadership Development Programme. Working with internal and external partners on the programme, aimed at increasing the consistency, quality and connectedness of leadership and management practice across the Foundation.
- Recruit and partner with a set of experts, both individual consultants and consultant organisations in the organisation development field, able to be deployed on specific OD interventions at the org, directorate and team level internally.
- Build out the existing body of work, further embed our behaviour framework through both recruitment, people processes and practice, bringing the framework to life for new and existing team members.
- Working with a cross organisational team in strategy, communications and people teams, help to embed organisational development and design initiatives as part of the delivery of the Foundation's strategic refresh in 2022 and 2023.
- Work with Directors, Senior leaders and the Business Partner(s), People to design and deliver directorate and team level organisational development initiatives.
- A key member of the team responsible for delivering the next development phase of the Foundation's Hybrid working approach.
- Work with internal communications to design effective processes and approaches aimed at building staff engagement around OD and People initiatives.
- Provide specialist expertise to the Head of People & OD, Chief Operating Officer and Director Team members in the development of organisational behaviour, leadership, and all aspects of organisational change and development.

Working Arrangements

Hybrid Working: The Foundation has Hybrid working framework, where you can work your 37.5 hours a week between 7am & 7pm Monday to Friday. Core hours are between 10am and 3pm when all team members are expected to be available. Our office is in Blackfriars, and you'd be expected to spend a minimum of 4 days a month in the office, with additional time required at times, for team and organisational wide events.

Wider contribution

As with other staff at the Foundation, the postholder will be expected to contribute to corporate activities and initiatives, such as staff meetings, cross-Foundation leadership and development programmes and other corporate projects as necessary. The postholder will similarly be expected to play a role in supporting and helping to develop the People team to enable it to improve its effectiveness.

Behaviours: The post holder will at all times aim to embed our key behaviours – Working together, Achieving impact, Discovering and learning – in all aspects of their day to day delivery in the role.

Diversity & Inclusion: As a senior member of the People & OD team, you are part of a team actively working to develop the Foundation's commitment to diversity & inclusion and you would therefore be a champion of this work.

The Foundation is currently underrepresented by people of colour and disabled people and we would therefore particularly encourage candidates.

Candidates should have the right to work in the UK at the time of appointment.

Person specification

	Criteria	Assessment (CV/SS- Shortlist, T- Test, I- Interview)	Essential Desirable (E/D)
Behaviour	Commitment to diversity and inclusion	CV/SS, I	E
Behaviour	Working together	CV/SS, I	E
Behaviour	Achieving impact	CV/SS, I	E
Behaviour	Discovering and learning	CV/SS, I	E
Skills	Excellent influencing and interpersonal skills, with people at all levels, internally and externally	CV/SS, I	E
Skills	Strong mentoring and coaching skills	CV/SS, I	E
Skills	The ability to engage, conduct diagnosis, analyse findings, generate options and build commitment to solutions	CV/SS, I	E
Skills	Strong written and oral communication skills, including the ability to confidently present	CV/SS, I	E
Skills	Pragmatic and solutions oriented	CV/SS, I	E
Skills	Flexible, adaptable and comfortable with ambiguity	CV/SS, I	E