



Person Specification			
Post title	Organisational Development Practitioner	Grade / Salary	L

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Experience in people development and organisational development with a proven track record of leading innovative and measurable transformational, organisational/cultural change programmes in diverse, large and complex organisations.	CV/SS/I
S2	Good understanding of various organisational development diagnostic, intervention and evaluation tools and approaches, adapting and flexing these to support diverse staff groups.	CV/SS
S3	Awareness/understanding and experience of a range of organisational development disciplines such as culture and leadership, talent management, succession planning, employee engagement, equality, diversity and inclusion, wellbeing and learning and a passion for improving the experience for employees at work.	P
S4	Experience of developing and implementing people development and organisational development projects and measuring their effectiveness, whilst also being in line with legislative and legal requirements.	CV/SS/I
S5	The ability to work as part of a team and manage conflicting demands simultaneously with the ability to solve workforce problems or challenges.	CV/SS/I
S6	Good project management, budget management and IT skills, with strong attention to detail on	CV/SS





	specific work programmes where appropriate.	
S7	Good data analysis and quality assurance skills, with the ability to make recommendations and suggestions to improve performance and engagement from the data analysed.	CV/SS/I
Personal attributes and circumstances		
P1	You must adhere to, and role model, the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect as well as inclusive work practices.	I
P2	Experience of influencing, coaching, motivating and encouraging the development of others.	I
P3	Customer focused with a passion for providing the best quality seamless employment experience for our workforce	CV/SS/I
P4	Highly organised and reliable, leading and supporting initiatives with enthusiasm, integrity and personal resilience.	CV/SS/I
P5	Proactively identify and act on areas where culture can be improved, even if outside of organisational development work area and recognise and where appropriate escalate politically sensitive issues/corporate risks.	CV/I
P6	Ability to work on own initiative and as part of a team consistently well, whilst meeting conflicting demands	CV/SS/I
Communication		
C1	Strong communication, influencing, facilitation, coaching and consultancy skills	CV/I/P
C2	Ability to build and maintain positive working relationships with a wide range of stakeholders including Senior Leaders and Elected Members	CV/I
Qualifications		
Q1	An organisational development / HR / psychology qualification or equivalent experience.	CV
Q2	Evidence of continuous professional development.	CV



Knowsley Council

Curriculum Vitae = CV
AC = Assessment Centre

C = Certificate
T = Test

E = Exercise
PS = Personal Statement

I = Interview

P = Presentation

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

