**Job Description**

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| **Directorate:** | Resources Directorate | | | |
| **Service:** | People Services | **Team:** | People Strategy | |
| **Location:** | County Hall, Preston/Hybrid working | | | |
| **Salary range:** |  | **Grade:** 12 | | Permanent |
| **Reports to:** | Head of People Strategy | **Staff responsible for:** | | None directly |

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| **Job Purpose** |
| People Strategy as the strategic hub, navigates LCC's journey towards workforce performance, engagement, and development, ensuring our workforce is equipped to meet future priorities and challenges.  As the People Programme Lead, you will bring a project discipline to people transformation and change within a set of corporate efficiency/savings priorities that shape the future of LCC. This will create both challenges and opportunities to deliver improved outcomes.  As a change agent, you will ensure a people programme workstream delivers on time, within budget, achieves efficiencies and ensures LCC is equipped to respond to organisational change |
| **Accountabilities/Responsibilities** |
| * Underpinned by the People Strategy and LCC values, design strategies, council priorities, ensure high performance across the council's workforce is embedded * Verify leadership programmes deliver expected performance, inclusive practice, mentoring and coaching that demonstrates business improvements and support the People Strategy and corporate objectives * Ensure the council's leadership framework and culture is incorporated into the organisation's performance culture * Collaborate with key stakeholders to drive a positive organisational performance during periods of change and transformation * Stay abreast of industry best practices and emerging trends in organisational performance and transformational change incorporating relevant methodologies into LCC practices * Collaborate across People Services to ensure seamless integration of change initiatives and programmes * Use data, insights and methodologies to ensure leadership performance and organisational culture align to the business priorities of LCC |
| **Other** |
| * **Equal Opportunities**   We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work   * **Health and safety**   All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy   * **Customer Focused**   We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times   * **Safeguarding Commitment**   We are committed to protecting and promoting the welfare of children, young people and vulnerable adults   * **Skills Pledge**   We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already |
| **Our Values** |
| **We expect all our employees to demonstrate and promote our values:**   * **Supportive**   We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish   * **Innovative**   We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future   * **Respectful**   We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do   * **Collaborative**   We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone |

**Person Specification**

All the following requirements are essential unless otherwise indicated by \*

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s)

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| **Qualifications** |
| * Educated to degree level or equivalent experience with professional membership of a relevant body * MSP and Prince 2 or equivalent\* |
| **Experience** |
| * Demonstrated strategic experience of delivering successful organisation wide performance change, preferably in a large complex and diverse organisation * As a workplace performance lead and subject matter expert, you will have extensive demonstrated experience that evidences an embedded workplace change and transformation * Demonstrated experience of bringing together analytics, methodology, best practice and research to present a clear and evidenced based improved performance change strategies * Demonstrated experience in strategic roles that focus on how improved organisational change has improved performance outcomes * Demonstrated experience in embedding a performance culture with measurable results * Demonstrated experience of managing people effectively to deliver priorities |
| **Essential knowledge, skills & abilities** |
| * Excellent analytical and strategic vision, with the ability to translate complex organisation challenges priorities into evidenced based actionable strategies * Excellent communication and interpersonal skills, with the ability to build strong relationships with stakeholders at all levels * Substantial knowledge and expertise in the subject matter at a strategic level that has delivered organisation wide transformational outcomes * Strong understanding of local government, its challenges, governance, regulations and political context to ensure leadership performance and culture change strategies are successful |
| **Other essential requirements** |
| * Commitment to equality and diversity |
| * Commitment to health and safety |
| * Display the LCC values and behaviours at all times and actively promote them in others |
| * This is an essential car user post. *You will be required to provide a car for use in connection with the duties of this post and must be insured for business use*. *In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive* |