

Director of People and Organisational Culture

Salary: up to £98,937

Directorate: Resources

Reports to: Deputy Chief Executive / Executive Director of Resources



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01 This is us and our city

We are at the start of something that has the potential to be incredible. We are deeply passionate about our city, and we want it to be a place where it is normal to have the audacity to be ambitious for our city and ourselves.

Our city is unique and amazing. Our people are talented, and our members are committed – we are looking for leaders who want to work with us to shift the DNA of the council into a modern organisation able to adapt to the changing needs of our residents, communities and businesses.

The diversity of the city and our workforce gives us the opportunity to be distinctive, exceptional and a place where you can truly bring your whole self to work. Our customers come from all walks of life and so do we. We are looking to hire people who share our excitement to make our unique city an amazing place for the decades and generations to come.



02 What you'll be doing

You will play a vital role within our strategic leadership team, jointly guiding and shaping our transformation into a dynamic and contemporary organisation within a city rich in history.

We are looking for a forward-thinking and strategic Director of People and Organisational Culture to lead our initiatives in building a thriving, inclusive, and values-centred workplace. This position will oversee the development and implementation of people strategies that support our mission, boost employee engagement, and nurture a culture of collaboration, innovation, and ongoing improvement.

A key focus of your role will be to enable our people to flourish at work, fostering a strong sense of belonging and inspiring a deep commitment among staff to deliver the best outcomes for our residents and the city we cherish.

This role is central to our ambition to become a modern council, shaping our understanding of our 'why' and embedding it throughout the organisation. Collaborating closely with members and colleagues, and adopting a whole-organisation leadership approach, your responsibilities will include:

- Organisational culture, engagement, and wellbeing
- HR operations and compliance
- Learning and development
- Talent management

03 Important things about you

- You have a breadth of leading relevant corporate functions to achieve outstanding results within complex organisations.
- You can demonstrate innovation and success in leading true transformational change and shifting organisational cultures.
- You foster personal collaboration that breaks through traditional hierarchies and structures, building trust and credibility that enables the delivery of strategic outcomes that cut across organisational boundaries.
- You are able to enthuse colleagues and teams across the council to be ambitious, think laterally and be able to translate it into operational excellence and real impact for our city.
- You model and build an environment of openness, inclusiveness and integrity, maximising diversity and creating strong and effective working relationships with members, colleagues, partners and stakeholders.
- You approach the needs of our workforce with a unique perspective, ensuring that we balance robust and compliant HR functions with innovation and creativity at the heart of the employee experience.
- You relish ambiguity, are a strategic thinker and sense maker. You build confidence in others to navigate complex strategic issues, to design strategies and approaches that understand these dynamics to deliver successful outcomes.
- You achieve through being a leadership coach – seeing all interactions as an opportunity to reflect and develop - both for self and others.
- You effectively combine a deep understanding of local democracy with an ability to develop trust, confidence and highly effective working relationships with members.
- And ultimately ...you lead in an audaciously ambitious way for our people, our city, our communities and our businesses.

04 Your key responsibilities

Being Director of People and Organisational Culture

- Provide the leadership and direction for the HR function. Leading the service to be brilliant and to deliver our ambitions and outcomes for the city.
- Act as a trusted-advisor to senior leadership on all people-related matters.
- Establish the Council's status as an 'employer of choice', ensuring that our talent acquisition, onboarding and retention strategies are effective and that our employee benefits and rewards packages are fair and competitive.
- Lead organisational development initiatives, including change management and workforce planning.
- Lead performance management, succession planning, and leadership development. Ensure learning and development programs support career growth and organisational capability.
- Promote diversity, equity, inclusion, and belonging (DEIB) across all levels of the organisation. Champion a positive, inclusive, and high-performance culture.
- Ensure HR policies, procedures, and practices are compliant with legal and ethical standards.
- Drive an ethos of continuous improvement, seeking innovative and collaborative solutions to problems and using data and analytics to inform decision-making and measure impact.
- Develop, promote and robustly manage a productive partnership with recognised trade unions and actively involve representatives in appropriate strategic and operational issues

05 Our offer

Generous leave entitlement - 32 days in addition to public holidays, which includes December closure period over Christmas and New Year

Learning and career development - commitment to your ongoing learning and development - we want you to learn every day. We have a fantastic range of resources and opportunities and are committed to your development throughout your career with us

Wider leave options – paid special leave for when times are difficult, maternity, paternity, parental and shared parental leave

Health and wellbeing services – occupational health, employee assistance provider, mental health first aiders, occupational sick pay for when it's needed

Local government pension scheme – open scheme for all colleagues, occupational pension scheme.

Flexible and hybrid working – our focus is outcome delivery, and we are flexible about where and how this is best achieved.

Travel option - cycle to work purchase scheme

06 Equality, diversity and inclusion

We are committed to building a council where we value diversity in its widest sense. We want to create an organisation where people feel valued for who they are and thrive at work and in their career.

The growing diversity of the city and our workforce, gives us the opportunity to be distinctive, exceptional, and a place where you can truly bring your whole self to work. Our customers come from all walks of life and so do we. We hire great people who share our excitement to make our inimitable city an amazing place.

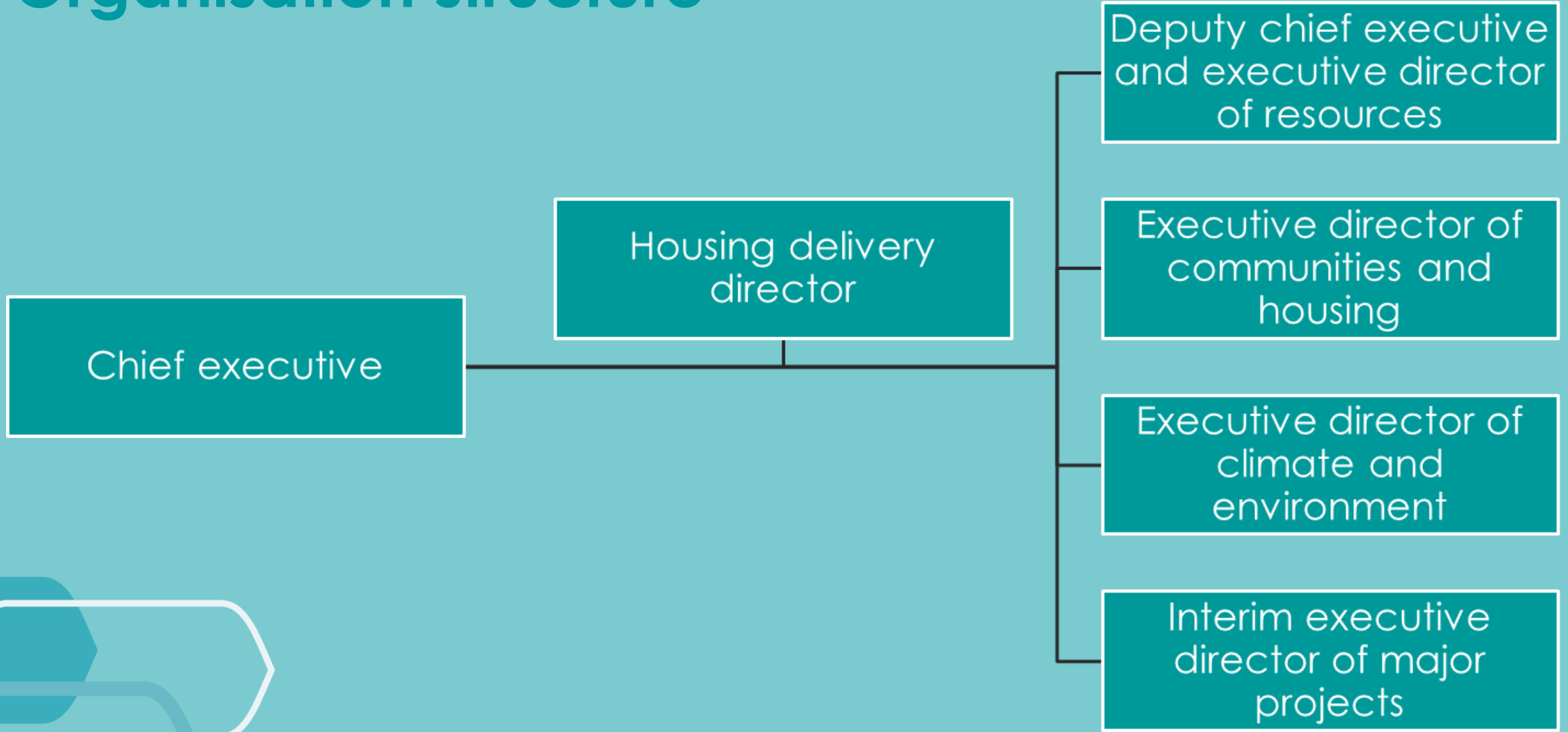
Our belief in having a diverse workforce enables us to understand and work with our communities better and to create services that reflect the needs of our city, our residents, our communities and our businesses. We are working to have equality, diversity and inclusion rooted in all aspects of the 'what' and the 'how'.

We encourage applications from all regardless of age, gender identity, disability, neurodiversity, marriage or civil partnership, pregnancy and maternity, religion or belief, race or ethnicity, socio economic background, sex, sexual orientation or transgender status.

Through our recruitment, we want all candidates to be able to be their best and are committed to make reasonable adjustments and design our approach that enables you to demonstrate your full potential.



Organisation structure



Resources directorate

