

Job Description

JOB TITLE:	Strategic Culture Partner
GRADE:	2
REPORTING TO:	Director of People and Culture
RESPONSIBLE FOR:	Resourcing

ROLE SUMMARY

- Shape and deliver the people strategy bringing our vision and values to life. Working closely with the business leaders and line managers to coach the business on all people and directorate strategies to ensure that the organisation maximises and harnesses our people's potential
- support the development of people capability, organisational growth and transformation to achieve shared organisational objectives and the corporate plan. Acting as the expert to lead culture change and people development projects, enhancing colleague's experience and delivering a high performing culture
- take joint accountability for designing and leading strategic change, through a progressive people and culture strategy – and not being afraid to challenge and disrupt existing thinking
- engage with the wider Culture Team, building a brand to be proud of that partners with colleagues across the business, providing challenge, support and expert advice, so that our people are at the heart of everything we do
- responsible for promoting and providing modern platforms for colleague voice and to ensure that the workforce and their levels of engagement are industry leading
- cultivate organisational capability through the design and delivery of innovative, high impact culture and learning solutions that align to organisational strategy and support a high performance culture
- support the creation and delivery of a living and breathing people and culture strategy.

MAIN DUTIES AND RESPONSIBILITIES

The points below are a summary of your main duties and responsibilities:

- Help build organisational and people capability, and shape and implement effective culture and learning strategies and activities within the business

- deliver the people and culture strategy and liaise with other Transformation and Culture Teams, tapping into their specialisms which will include people, transformation, innovation, marketing and communications, etc
- work closely with Senior Leadership and Executive Management Teams to support and enable delivery of their directorate and corporate goals by providing guidance on all matters of culture change, people development and talent management
- to shape and develop the organisation to evolve and support a fluid and inclusive workforce.
- develop and deliver a future-proof colleague experience and offer, making believe housing the employer of choice
- promote values-based leadership, with a strong focus on embedding EDI principles within our organisation culture
- develop meaningful relationships across the organisation to influence and support effective people decisions and solutions
- coach and provide feedback to key stakeholders to help improve business and people efficiency, performance, and productivity
- manage and own key culture and learning projects of various sizes and complexities, end to end, taking accountability and responsibility for continued success
- to effectively engage, coach and develop the Culture Team to provide expert advice and support to colleagues across the business so that our people are at the heart of everything we do.
- utilise people data, metrics and insight to inform and drive strategy, decision making, performance improvement and change across business areas.
- provide advice and guidance on culture change, succession planning, talent management, performance management, organisational design, learning, wellbeing, EDI etc. presenting opportunities as needed to ensure a successful outcome
- develop and maintain effective and sustainable partnerships with other organisations to ensure we are horizon scanning and identifying future service challenges, needs and opportunities
- able to work collaboratively with leaders, managers and other strategic partners, influencing business and people related outcomes
- actively utilise digital solutions to enhance and enable colleagues experience, capability and success
- budget and procurement responsibility for all culture related services and associated contracts

- managing health and safety issues in your area of responsibility in line with the relevant section(s) of the relevant Health and Safety Policy
- complying with business confidentiality and information security policies, in line with GDPR and relevant legislation
- live believe housing's values and behaviours, doing the right thing for our customers, our business, and our people
- to deliver financially viable and economically effective services, seeking to gain maximum benefit from the use of resources and increasing social value.

No leadership role profile can be entirely comprehensive, the post holder will be required to undertake additional duties from time to time, in line with the above responsibilities, as required by the Culture Manager.

Person Specification

Experience, Skills and Qualifications

- Qualified to level 7 or equivalent in a relevant field or equivalent experience
- Level 5 coaching qualification
- preferably with a Psychometric Testing qualification
- demonstrate a track record of proven experience operating as a strategic culture partner
- proven ability to effectively manage large transformation programmes and complex people and digital initiatives
- experience of consulting with a variety of stakeholders and transforming ideas into actions and strategies to enhance performance
- substantial experience of leading culture change and/or high impact talent and learning projects that support organisational transformation
- demonstrable experience of thinking and operating strategically as well as commercial acumen
- up-to-date and comprehensive knowledge of organisational development and change practice, concepts and themes
- demonstrable experience of developing and driving a coaching culture to unlock potential and harness talent management
- able to demonstrate an enhanced skill and knowledge set in two or more of the following to operate as a team expert: culture change, leadership, talent management, learning and development, wellbeing and people capability
- demonstrable experience in leading others, and on specific projects
- experienced working with leaders to deliver impactful outcomes and challenging the status quo
- expert designing and delivering a range of innovative and high impact culture and/or learning programmes
- exceptional facilitator, confident in facilitating and challenging at all levels
- proven ability to build key relationships and effectively collaborate with others, the ability to listen, consider alternatives and manage diverse viewpoints with emotional intelligence

- the ability to make strategic decisions and to be viewed within the business as a skilled influencer who thinks ahead and anticipates possible outcomes/impacts of decisions or interventions
- able to prioritise to achieve targets, costs and time deadlines
- committed to promoting diversity and awareness of equal opportunities
- act as role model and demonstrate and lead on the values, challenge behaviour and support the development of the culture of the organisation
- excellent written skills, able to clearly articulate a business case, return on investment and requirement for business expenditure
- confident judgement and decision making under pressure.