

Staffordshire Police - Role Profile



Organisational Development Partner

Grade/Rank:	Grade G
Directorate:	Enabling Services
Reports to:	Leadership & Organisational Development Manager

Role Purpose

Learning and Organisational Development sits within the Enabling Services Directorate of Staffordshire Police and the Team are responsible for the design, delivery, evaluation and continual development of development products for police officers and police staff; in line with the College of Policing National Curriculum and supporting the priorities of the Force's Policing Plan. This role will report to the Leadership and Organisation Development Manager

Learning and Organisational Development is intrinsic to supporting Staffordshire Police's Blueprint for Change and strives to be at the forefront of both Trust Driven Policing and the National Enabling Programme. Team members will work with peers within Learning and Development, partner organisations, colleagues from regional Forces collaboration and national forums.

The role will require participation with Force Learning and Development Focus Groups, engaging with both officers and staff of all ranks to identify and support learning requirements across the Force.

Key Tasks and Responsibilities:

- Work collaboratively alongside Senior Teams and their HR Business Partners, to identify where and when OD activity would help to deliver requisite change to enable the successful implementation of faculty and functional operations plans.
- Develop Leadership and Management tools that enhance our existing portfolio and deliver these across all appropriate staff groups including clear evaluation to define impact.
- Represent L & OD at Directorate Board meetings as required to provide updates on activity and highlight new innovations as they become available.
- This role is responsible for defining the employee development journey from entry to exit in collaboration with other areas of HR and L & OD to ensure correlation and compliance with national guidelines.
- Work with Department Heads and teams, facilitating sessions that enable them to create transformational conversations and achieve tangible outcomes.
- Develop and lead on the Force approach to Coaching and Mentoring, embedding the principles into existing and future development and career growth strategies.
- Research and develop approaches that support culture and behavioural change across Staffordshire Police supporting an empowered and engaged workforce.
- Lead on OD projects that encompass all areas of the Force to improve engagement and in support of cultural change.
- Undertake comprehensive training needs analysis and propose solutions to gaps identified.

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And to be accountable for: (i.e. responsibilities held by others but measured and owned by this role)

- Responsible for engagement and management of operational and leadership programmes integral to the Leadership Academy
- Produce detailed evaluation reports for learning interventions and propose improvements/updates as required to improve outcomes

Behaviours

The Behavioural Competency Framework (BCF) has six competencies that are clustered into three groups. Under each competency are six levels that show what behaviours will look like in practice.

This role should be operating at the following levels:

Resolute, compassionate and committed

We are emotionally aware	Valuing Diversity	3
	Managing Sensitivities/Political Savvy	3
We take ownership	Customer Service	3
	Maintaining Accuracy/Sustainable Working	3

Inclusive, enabling and visionary leadership

We are collaborative	Partner Working	3
	Managing Complexity/Strategic Planning	3
We deliver, support and inspire	(self) Leadership	3
	Supporting Colleagues/Coaching & Mentoring	3

Intelligent, creative and informed policing

We analyse critically	Problem Solving	3
	Situational Judgement	3
We are innovative and open-minded	Continuous Improvement	3
	Futurology	3

Education, Qualifications and Experience

Essential:	Desirable:
Minimum Level 3 qualification in Teaching / Training or equivalent. Minimum Level 3 qualification in Coaching and Mentoring Level 3 Leadership and Management	Level 5 qualification in Teaching/Training or equivalent. Level 5 qualification in Coaching and Mentoring

Skills Matrix



Organisational Development Partner

Essential:	Desirable
<ul style="list-style-type: none"> ▪ Must have the ability to design learning products to support the digital cultural development across the Force. ▪ Must have a proven understanding of the training process (learning needs analysis and evaluation). ▪ Must have the ability to communicate with, and influence, staff in the areas of learning and development. ▪ Must demonstrate experience in the delivery of classroom-based training and the coaching of individuals and groups. ▪ Must demonstrate experience of Microsoft Office packages, including PowerPoint and the ability to use audio/visual technologies in the training environment (Go Pro). ▪ Demonstrate experience of effective senior stakeholder management. 	<ul style="list-style-type: none"> ▪ Experience of creating learning products utilising blended approaches ▪ Experience of working in a business partnering type position ▪ Ability to effectively communicate at all levels of the organisation

CPD Requirements

Continuously review, manage and maintain personal and professional development in relation to policing, teaching and learning practice.

Postholder will be required to achieve Level 5 qualification.

Postholder may be asked to undertake additional qualifications as required by the organisation

Professional Registration/Licences

Holder of a full UK driving licence (essential).

Special Conditions

Own car for business use	Yes
Higher level vetting required	No
Requirement to wear Uniform	No
Requirement for post entry training	Yes
Fixed Hours	No
Weekend working expected	Yes
Shift allowance	No
Fixed term or temporary role	No

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Politically Restricted	No				
On call/standby rota	No				
Flexitime Role	Yes				
Notice Period	1 week	28 Days	1 month	3 months	