Believe in children

Barnardo's

Starfish

1. What attracts you to the role of Director of People and Culture at Barnardo's and what are your motivations for applying?
2. Our values and how they translate across the Charity will be instrumental in achieving our aim of being an employer of choice. Give an example of when you have introduced values-based leadership in previous organisations. What obstacles did you face and how were they overcome ?
3. Can you provide an example of a time when you have led change through a process of colleague engagement and illustrate how you translated creative ideas into successful outcomes? What tools and techniques did you use to bring your team and the wider organisation along with you? How did you determine the right levels of engagement for the wider organisation?
4. Barnardo's is committed to achieving inclusion, diversity and equality. Can you provide an example of when you have used a project or programme of work to positively influence a culture of inclusivity underpinned by the values of an organisation?
5. We are seeking a Director of People and Culture who will play a key role in driving culture change, inspiring others, and enabling a supportive and collaborative environment. Can you provide an example where you have collaborated with colleagues to deliver the organisations purpose and ambition?
   What challenges did you face and what lessons have you taken forward?
6. Demonstrating meaningful engagement and interaction with the leadership and management teams of the charity is key. What three adjectives would your existing team use to describe you? How would you describe your leadership style?