
Director: Human Resources and Organisational Development

Reporting to the Strategic Director, Finance and Investment

What we need from our Directors at Lambeth

Directors carry individual and collective accountability with Lambeth Strategic Directors for achieving Lambeth's strategic and service outcomes and in particular the successful delivery of the Borough Plan. As a Director, a primary role will be to contribute to the strategic direction of the council and for translating the strategy into performance goals and outcomes.

As a member of the Director team, accountabilities will include:

- Collectively contributing to setting the direction of and delivering Lambeth's objectives and agreed outcomes in an integrated way, personally taking accountability for the achievement of these at Directorate and council-wide.
- Collectively and personally responsible for delivering performance across the Council.
- Mobilising external community, public and private sector partnerships in line with Council strategy
- Working with other Directors and in own service area to create the organisational culture which is motivational, fosters excellent performance and innovation amongst staff, and ensures that their teams have the right skills and capacity to deliver.
- Being focussed on the customer and actively promoting the internal working and partnership relationships to achieve this.
- Bringing and articulating an external perspective including national developments and excellent practice which will contribute to developing the ambition for Lambeth. Championing own and others' ideas.
- Along with Strategic Directors and Directors, promotes high levels of integrity and corporate governance including ensuring collectively and in individual service areas that council standards and policies are adhered to.
- Providing support and advice to elected Members.
- Effectively anticipates and constructively addresses challenges and situations where conflict may arise, such as with trades unions.

Reviewed August 2018



- Personally leading, large projects and programmes.
- Together with Strategic Director and Director colleagues, acts as a champion for Lambeth's wider values including equalities, sustainability, health and safety and value for money.
- Accountable together with Strategic Directors and Directors for developing and managing business continuity plans and the Council's emergency response arrangements.

The role of our Director of Human Resources and Organisational Development

- Enables and shapes with Chief Executive, Strategic Director and Director colleagues, our new workforce strategy that drives our approach to be a good employer and builds the employee basis for achieving our Borough Plan.
- Delivers and enables our equality, diversity and inclusion commitments and action plan to ensure we listen, improve the Council as an employer who values all employees and challenges discrimination
- Provides high quality workforce information to Strategic Directors, Directors and elected Members.
- Provides advice and influences the Council's approach to organisational development.
- Role models excellent people management and employee engagement approaches
- Leads on people focused projects, the workforce, EDI and wellbeing strategies
- Develops an excellent HR and OD service that is valued by Directors, Managers and employees
- Works in partnership with Trade unions, directors and employees to ensure the best use of our people to serve our communities in Lambeth.
- Works with Financial and performance colleagues in the Directorate to ensure critical enabling services impact positively on the council and assists with the achievement of the Borough Plan

Key Opportunities for 2022

- Development of the Council's new Workforce Strategy and approach to organisational development
- Delivering on Council's action plans to improve equality, diversity and inclusion
- Developing and repositioning the new HR and OD team
- Enabling the council's people approach to flexible working

What you will need to be our new Director of HR & OD

Our Directors are expected to have a proven track record of leadership, management and development of services and working across service disciplines. They will preferably have experience of working in a political environment. In addition the following attributes are needed:-

Knowledge and Skills

- Proven skills in managing and achieving outcomes including tracking the benefits.
- Successful people management.
- Ability to lead change.
- Excellent influencing skills and a track record of using them.
- Leadership and management of people including developing talented, motivated teams and enabling them to maximise their potential.
- Proven ability to be able to prepare and present controversial material to Members and the public and to be able to manage media relations effectively.
- Can proactively identify and resolve complex problems individually and working effectively with other Directors and Strategic Directors.

Behaviour and Attributes

- Personal credibility to provide corporate and professional leadership.
- Takes accountability for own actions and holds others to account.
- Has high levels of personal integrity and is able to gain the respect of colleagues, elected Members, the community, stakeholders and staff.
- Uses personal credibility to foster engagement with staff to enable their contribution to service development and achieve high levels of performance.
- Has a collaborative approach to developing solutions and improving services.
- Is committed to own personal development and that of their directorate teams.

Reviewed August 2018



Specific Requirements for the Director of HR & OD

- In-depth, relevant people management skills applied in a large complex organisation.
- Track record of developing strategic workforce plans in large complex organisations.
- Track record of developing and leading professional HR/OD teams.
- Ability to demonstrate a collaborative approach to working with support services colleagues to develop joined up solutions.
- A track record of delivering sustainable, organisational change, structural and cultural.
- Education to degree-level or equivalent.
- FCIPD qualified.

Objective and Target Setting

As part of Lambeth's performance management arrangements, outcome based objectives and targets which will be both corporate and service specific will be developed and agreed either 6 monthly or annually. These will supplement the content of this role profile.

This role profile will subject to regular review and the council reserves the right to vary the accountabilities in accordance with operational and strategy need.