

Strategic Lead for Culture and Engagement

Within the **People and OD** team.



SALARY

Between £50k and £60k (*dependent on experience and Terms and Conditions*)

RESPONSIBLE FOR

Culture, Engagement, Learning & Development, Inclusivity and Wellbeing

RESPONSIBLE TO

Assistant Director of People and OD

CORE PURPOSE

Maximising organisational performance by having a highly engaged workforce with the right skills, values, learning and support.

The Strategic Lead for Culture and Engagement will support the growth and success of Stockport Homes Group (SHG) by delivering exciting, innovative, and cutting-edge people and culture strategies, aligned to SHG's Mission and Aims which supports colleagues to embrace the Group's values and feel wholeheartedly connected.

This will be achieved by providing specialist advice to the Senior Leadership Team in the development of organisational culture, performance management, leadership, employee engagement and management of people engagement through organisational change.

The post holder will foster a collaborative approach with all Colleague Representatives and People Managers to ensure that engagement initiatives impact positively, contributing to improved performance to drive business outcomes.

They will maximise budget management and Value for Money through efficient workforce planning and clear evaluation of outcomes.



PENSION

Access to a generous pension scheme, including life cover



GENEROUS ANNUAL LEAVE ENTITLEMENT

28 days, increasing to 31 days after 5 years' service



HEALTH CASH PLAN

Claim back a proportion of your everyday healthcare and medical expenses



RETAIL DISCOUNTS

Access to a wide range of discounts to provide savings on food and shopping



FLEXIBLE WORKING

Flexible/Hybrid working arrangements ensure you can achieve a healthy work life balance



WORK PATTERN

Full Time | 37 hours

RESPONSIBILITIES: *The Strategic Lead for Culture and Engagement will...*

- ✓ Design and deliver an exciting and ambitious People & Organisational Development Strategy, bringing up-to-date research, analysis, and initiatives to ensure that organisational development, engagement, and the employee experience is maximised, appropriately integrated and aligned with strategic and business goals.
- ✓ Design and deliver organisational development and change management strategies, processes and interventions that support SHG to be a high performing organisation; to include initiatives that foster a high-performance culture, where valuing learning, continuous improvement and inclusivity are the norm.
- ✓ Identify opportunities for performance improvement through the effective analysis and interpretation of colleague feedback creating bespoke 'Engagement' plans, supporting implementation and monitoring progress.
- ✓ Oversee and develop the organisation's performance management framework: The Values Charter, ensuring a consistent and inclusive approach to embedding SHG ASPIRE values.
- ✓ Ensure colleagues across the organisation have the appropriate training and qualifications to deliver services to the right level. Lead on the Group's Leadership Development approach.
- ✓ Ensure Inclusivity (and SHG's #BeYou approach) is central to the culture of the Organisation and lead all activity in relation to the workforce element of this.
- ✓ Exercise effective management of available financial resources, to ensure activities are undertaken in line with financial regulations and organisational standards, using effective negotiation to commission external activities where required.
- ✓ Lead on the design, content, and overall approach for corporate events to maximise engagement and cascade key corporate messages, including the annual Colleague Conference, People Manager conferences, awards ceremonies, and seasonal engagement events.
- ✓ Be metrics driven. Collaborate with the People & OD team to develop the Employee Experience dashboards, reporting on themes and progress on the metrics.
- ✓ Lead and manage a team in the development and delivery of programmes, including the provision of team and individual solutions across the organisation aligned with the P&OD Strategy.
- ✓ Represent SHG at GM level, by acting as a voice within GM initiatives linked to culture and engagement, building networks and benchmarking within the sector.
- ✓ Plan, monitor and measure the progress of the Employee Engagement and Culture journey.
- ✓ Participate in the delivery of Corporate and Directorate level responsibilities and deputise for the Assistant Director of P&OD, as required.

STRENGTHS: *The Strategic Lead for Culture and Engagement will deliver key responsibilities by...*

- ✓ Demonstrating inspiring leadership and team working in line with Stockport Homes' Values. Bringing positive energy and enthusiasm and having a natural flair for leading and influencing people in a positive way.
- ✓ Leading and managing an effective team.
- ✓ Promoting a culture that encourages people to be the best they can be and strengthens a feeling of belonging and connection.
- ✓ Coaching and mentoring to develop and enhance skills.
- ✓ Networking, building relationships and rapport.
- ✓ Energising the way people think about organisational development and its possibilities.
- ✓ Building and maintaining constructive and collaborative relationships with senior leaders and managers across the organisation.
- ✓ Being flexible, adaptive, and embracing change.
- ✓ Having a strong work ethic, managing expectations and being outcomes driven.
- ✓ Developing and delivering clear messages through effective communication and presentation skills.
- ✓ Challenging the status quo and spotting new opportunities quickly.

REQUIREMENTS: *The Strategic Lead for Culture and Engagement must have...*

- ✓ Professional qualifications through membership of CIPD or equivalent professional experience.
- ✓ Experience of collaborating with senior managers, managers, colleagues, providers, and stakeholders to create, implement and monitor exciting and creative engagement strategies.
- ✓ The ability to sell the benefits of investing in sustaining engagement at all levels, building interest and commitment.
- ✓ A passion and demonstrated competence in launching and long-term embedding of values into an organisation.
- ✓ Experience of analysing and interpreting engagement needs and corporate priorities to identify future opportunities.
- ✓ Up to date knowledge and experience of current trends and good practice in organisational development.
- ✓ Understanding of how engagement solutions can deliver Value for Money and employee impact.
- ✓ Experience of facilitating consultation and focus groups to capture engagement needs, feedback and enable collaboration.
- ✓ Effective communication skills including communicating in ways that inform, persuade, and engage stakeholders.
- ✓ Excellent and creative problem-solving, project management, execution, and change management skills.
- ✓ Ability to lead multiple projects concurrently in a challenging environment.
- ✓ Experience of using evaluation methods or models to assess the effectiveness of engagement and ROI.
- ✓ Experience of leading a workforce approach for an organisation that is diverse in its operations and services and developing strategies unique to each.

VALUES: *The Strategic Lead for Culture and Engagement will role model core values...*

Ambition

We have the ambition & courage to challenge; translating this into commercial success & brilliant outcomes for customers

Social Responsibility

We always try to do the right thing; using our role as a service provider, employer & buyer to generate trust, build our communities & empower our people

Passion

We have a passion for what we do; with positive, motivated & enthusiastic staff who enjoy their work

Innovation

We are innovative in everything we do; with the agility, creativity & edge to keep defying expectations & delivering fresh & exciting things

Respect

We treat each other with respect; supporting & inspiring one another & collaborating across teams & partnerships

Excellence

We continually improve how we work; challenging the status quo, learning from what goes well & always being professional

