

People and Culture Change Maker Lead

Changing culture in the public sector, improving the social, economic, environmental and cultural well-being of Wales and protecting the interests of Future Generations, all fall within the remit of the Well-being of Future Generations Act. The Future Generations Commissioner and her team are tasked with helping to make this happen.

You will focus on the development of our high performing, supportive and empowering workplace that is an exemplar in employer practices and future fit governance processes. A workplace that embodies the Well-being of Future Generations Act five ways of working and pro-actively shares the learning from our journey with public sector bodies.

This role needs someone who can combine strategic insight and people expertise, to change the way organisations think about their people, their governance arrangements and other corporate areas to bring the Well-being of Future Generations Act to life.

Is this you?

As the People and Culture Change Maker Lead in our Team, you will be someone with a talent for long-term transformational thinking, and the insight to shape and deliver operational excellence internally. Constructively challenging the status quo, processes and ways of working, inside and outside our organisation comes naturally to you.

You will also have a well-developed understanding of how the Well-being of Future Generations Act informs future thinking around people management, workplace culture and corporate governance.

We want you to be able to drive improvements internally and significant change externally. You will be spinning multiple plates within our team whilst focusing on driving significant policy and cultural change across the public sector.

We are a small team with a massive remit so it is vital you demonstrate a 'can-do' attitude and be willing to 'muck in'.

You will be well connected and understand how to successfully influence stakeholders to bring about change in the public sector. You will be adept at influencing and using your skills and knowledge of people management and the governance landscape to support public bodies to transform their practices in a way that endorses the Commissioner's approach of being practical, straight talking and constructively challenging.

You appreciate the strengths of working collaboratively, building consensus and establishing purposeful relationships locally and nationally. You will be able to engage with practitioners and decision makers in public bodies directly on behalf of the Commissioner.

We are an organisation which likes to think differently, to question and to try new ways of doing things, encouraging creativity and new ideas.

You are someone who will provide leadership to others while keeping us safe. Someone who will take responsibility for driving our people management practice, find new ways to diversity our workforce and embed equality in everything we do.

You will nurture, coach and guide colleagues with people management responsibilities, helping to embed a culture of high support high challenge.

You will be an outstanding communicator who can make complicated concepts real for different audiences; draft briefing documents; for example, providing advice on responding to a complex employee relations issues or the introduction of new ways of working. You will be able to quickly build credibility with colleagues and senior staff in other organisations.

You will keep excellent records and ensure we comply with legal requirements, guidance and best practice in relation to human resources and corporate areas.

You will be proactive in sharing our learning, good or bad, with a view to develop understanding of the Well-being of Future Generations Act and drive change in the public and possibly private and third sector.

You are someone who understands the workings of internal and external audit in the public sector and public bodies in Wales, but be willing to challenge it.

You will be honest, straightforward with people, and able to generate trust and confidence with the people you work with and work for.

Your purpose

Your main purpose is to work closely with the senior leadership team and the Chief Operating Officer, being an inspirational role model for compassionate and collaborative leadership, conducting research to continue our transformational journey, including reviewing our current Culture and Well-being Plan towards creating a new People and Culture Strategy for the organisation.

You will hold the reins on our people and well-being initiatives such as the Well-being Huddle.

You will establish strong working relationships internally with Product Owners, Delivery Managers and Cheerleaders, providing expert guidance and support in terms of recruiting the right people for the Team, getting the best out of the people in their Teams, all the while promoting a workplace culture and processes that value excellence and minimise the risk of employee relations issues or audit failure.

You will ensure we are an organisation that places the highest value on staff well-being, progressive and challenging in people management practices whilst remaining compliant with legal duties.

Involving and collaborating with colleagues, you will lead on the development and review of new and existing employment and corporate policies, practices and procedures. Policies that keep us safe and take us forward towards the seven well-being goals, promote equality and inclusion, embody our workplace culture and the aspirations of the Well-being of Future Generations Act, and contribute to bringing about societal change.

You will lead on the people element of our governance framework, ensuring our agile working model continually develops and delivers the right balance of high challenge high support for our team.

Developing our people is essential to enabling our organisation achieve its goals. You will lead on identifying learning and development needs, working with others to design the right interventions that work in the context of the organisation, filling any learning gaps and evaluating the outcomes.

You will be the lead contact for our internal and external audit schedule, encouraging new and impactful ways of monitoring compliance with the Wellbeing of Future Generations Act.

You will oversee the maintenance of workforce information continuing to develop our systems and mechanisms to produce robust evidence and statistics to encourage a cycle of continuous development and improvement.

You will establish strong working relationships externally with practitioners, leaders and decision makers in Public bodies and Public Service Boards, sharing knowledge and insight with public bodies and others working to change and improve practice in the areas of people management and corporate governance.

You will manage requests from Public Bodies and Public Service Boards in relation to people management and corporate compliance, working collaboratively with them and our Team to help them reach an appropriate solution.

You will contribute to the success of the Team by generating a sense of shared purpose, leading pieces of work and contributing to others, working at pace, adapting your role and purpose focussing on what is most important at any given time as the landscape develops.

You will produce high-level content for internal and external reports including the Future Generations report and our annual reports.

Your skills, knowledge, and experience: *Please note that we would encourage you to include personal insight from your lived experiences along with your professional work experience when demonstrating your suitability for our posts.*

You will be passionate about what you do and what you can contribute to building a sustainable Wales.

You will be a member of the Chartered Institute of Personnel and Development ideally Chartered Member or Chartered Fellow (or equivalent body) and hold a professional qualification relevant to people management or employment law.

You will have experience of influencing the processes and operation of organisations at senior level.

You will have previous experience of working internally or in partnership within or across organisations on corporate areas such as audit and risk management.

You will understand the challenges facing the Public Sector in implementing the Well-being of Future Generations Act and the challenges facing the Commissioner and her team in helping to make this happen.

You will have significant experience of working in a Human Resources role at a senior level or supporting and advising on people management issues.

You will have previous experience of working in partnership within or across organisations and sectors, building strong and purposeful working relationships (in an employed or voluntary capacity).

You can demonstrate a record of accomplishment of combining strategic insight and people expertise, to change the way organisations think about their people and processes.

You can demonstrate a record of accomplishment of effectively operating as a key member of a senior leadership team i.e. contributing to strategy development.

You will be able to communicate your knowledge verbally with credibility and confidence, articulate difficult concepts into easily understandable constructs and quickly compose written briefing documents on complex subject matters.

You will be able to evidence excellent organisational skills, working independently, often under pressure, to demanding timescales and goals.

You will be flexible and adaptable, happy to evolve in a fast changing environment.

You will be able to demonstrate a capacity for long-term strategic thinking and perspective and tell us about successful ideas and initiatives that display your ability to work creatively and innovatively.

You will truly understand the requirement for our services to reflect the needs of its stakeholders, including future generations of young people, irrespective of language, culture, race, religion, disability, sexual orientation or gender, including the bilingual nature of Wales and the importance of people being able to communicate in the language of their choice. You will be able to demonstrate where you have tackled inequality and promoted inclusion.