ORGANISATION DEVELOPMENT MANAGER

PAY SCALE	**Band 15, SCP 49 - 53 (£63,172 to £67,767)**
CONTRACT TYPE	**Fixed term 12 months** **37 hours**
LOCATION	**The Guildhall, Frankwell Quay, Shrewsbury SY3 3HQ (hybrid working)**
CLOSING DATE	**7th December 2026**

Our vision is - Shropshire living the best life.

Shropshire Council is a unitary authority which serves the rural county of Shropshire. One of the most important things about working here is the knowledge that you're working to help others and the real sense of achievement and purpose that brings.

The people of Shropshire are rightly proud of their county's assets, its natural beauty, its history, its diverse economy, its vibrant culture.

About the role

We are seeking an experienced and forward-thinking Organisation Development (OD) Manager to lead the delivery of OD initiatives in our People Plan.

This is a pivotal leadership role driving organisation-wide transformation, shaping culture, and developing a skilled, inclusive workforce to support our Improvement Plan.

You will lead the OD service, working closely with senior leaders, members and partners to design and deliver impactful change across the organisation.

- Lead the delivery of key initiatives within the People Plan 2025–2030
- Drive cultural change and workforce development across the organisation
- Develop and deliver a modern L&D strategy, including leadership and skills development
- Implement and embed a new learning management system
- Build strong partnerships with services, members and external partners

- Establish clear performance measures and impact reporting
- Manage budgets and deliver value for money and income generation opportunities
- Lead and develop a high-performing teams.

About you

You will be an experienced OD or HR leader with:

- A collaborative, resilient and inclusive leadership style
- A proven track record of delivering strategic organisational change and transformation
- Experience of working in complex public sector environments.
- Strong skills in stakeholder engagement, influence and leadership
- The ability to use data and insight to shape interventions and drive impact
- Experience managing multiple programmes, budgets and resources

Why join us?

- Lead high-impact transformation and shape the future workforce
- Work at the centre of our Improvement and People Plan delivery
- An opportunity to shape future direction and influence culture change at a strategic level

Benefits

We value our employees and offer staff rewards and plenty of opportunities for personal development, apprenticeships and career progression including:

- Generous annual leave commencing at 28 days increasing with service to 33 days (pro rata for part time). With additional annual leave purchase policy.
- Access to a benefits platform with a wide range of retail discounts and salary sacrifice schemes (cars, bikes, AVCs)
- Employer contribution Pension Scheme Shropshire County Pension Fund
- Supportive carers and parental policies (maternity, paternity, adoption leave, special leave)
- Many opportunities for flexible and agile working, we offer a hybrid model of working to promote flexible working around personal and family commitments.
- Access to counselling and occupational health services
- Staff networks

How to apply

If you are passionate about organisational development and ready to lead change at scale, we would love to hear from you.

Please demonstrate your experience and impact against the person specification in your application.