

About us...

Lincolnshire



Lincolnshire Co-op, based in the historic city of Lincoln, is one of the most successful and progressive independent co-operatives in the country, with an annual turnover in excess of £300 million.

Essential Information – what you need to know

Job purpose:

- Provide strategic advice and guidance to services across the Organisation in the planning, development and implementation of effective people management practices, cultural change and organisational development.
- Supporting the organisation in making the best of its people, delivering a strong and cost effective business and acting as a change agent and supporting initiatives.

You'll report to:

- Chief People Officer

Your hours

- 39 hours per week (minimum).
- Typical working hours will be Monday – Friday, 8.30am – 5.00pm.

Your relationships:

- Working to foster collegiate ways of working for the ELT and wider Leadership Team.
- Key internal relationships include, CPO, ELT and LT.
- Management of two Engagement Advisors

What you'll bring to us:

- An ability to communicate at all levels, including Board of Directors, Senior Leaders within the Society, external consultants, partners and contractors to work in a collaborative way.
- Graduate calibre, with high level written and verbal communication, and analysis skills.
- CIPD qualified or equivalent qualifications.
- Strong planning and organisational skills.
- Excellent Stakeholder Management.
- Evidence of collaboration across a complex organisation.
- Business and workforce planning skills.
- Strong organisational and project management skills.
- Strong diagnostic skills and decision making.
- An appreciation of the purpose and approach of Lincolnshire Co-op.



Providing and supporting
valued services



Helping to grow the
local economy



Caring for our
health and wellbeing



Looking after
our local environment

Together we are...

Your Purpose – I will contribute to my team and the Society’s ongoing success in this role by...

Your duties and responsibilities	<ul style="list-style-type: none">- Significantly contribute to the development and delivery of organisation wide change programmes based on an expert and skilful diagnostic underpinned by theory and experience, which builds customer understanding and capability.- Designing and delivering cutting edge OD interventions which have significant impact on departments and teams e.g. utilises a wide range of skills, tools and interventions to effect change.- Providing leading edge thinking, advice and challenge to senior stakeholders on organisation development issues pertaining to major change programmes.- Working closely with the CPO, Head of People Services and the People Business Partners to provide tailored OD support across the Society.- Preparing and presenting regular reports on performance of various programmes, achievement against agreed KPIs and programme objectives.- Proactively contributing to the development of operational people plans, ensuring they are consistent with People and OD priorities and that there is alignment between People and business objectives.- Providing strategic advice and guidance on People interventions within the Society, by using MI and metrics.- Leading on programmes of work aligned to the People Strategy- Analysing and interpreting performance data, identifying appropriate OD interventions to enable leadership teams to develop solutions to improve productivity and performance.- Supporting management teams to develop and maintain People plans that address resourcing, development and capability needs both now and for the future.- Providing advice, support and coaching to enable managers to understand and action their people management responsibilities.
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<div>Your duties and responsibilities (continued):</div>	<div><div><div>- Working with senior managers to fully understand the vision and strategy ensuring the people demand and requirements are known for current and future challenges.</div><div>- Providing a people and commercial perspective to business planning and organisational development through Business Partnering</div><div>- Working with the CPO to develop a business wide engagement plan</div><div>- Ensure wide engagement with the plan to ensure ownership and delivery across the business.</div><div>- Leading the articulation of the engagement priorities that inform a sustainable programme of change.</div><div>- Designing and carrying out engagement interventions across the business.</div><div>- Managing the Engagement Team, including two Engagement Advisors.</div></div></div>
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Together we are...

- **Helpful** – we'll look for ways to make a difference
- **Inspiring** – we'll help everyone be the best they can be
- **Trustworthy** – we can be relied on

Your Approach – how you will contribute to your team and the Society’s ongoing success in this role.

I will be helpful by:	<ul style="list-style-type: none">- Responding positively to requests from colleagues and customers.- Trying to get it right first time.- Resolving customer complaints and take corrective action.- Sharing my knowledge with my colleagues.- Offering to help before being asked.- Going above and beyond.- Contributing to the team and its success.
I will inspire others by:	<ul style="list-style-type: none">- Supporting and encouraging one another.- Being a positive role model.- Listening and learning from my colleagues and line manager.- Building strong relationships with customers and colleagues.- Suggesting new ideas and trying new things.- Taking pride in my work and celebrating success.
I will be trustworthy by:	<ul style="list-style-type: none">- Using good judgement in all situations.- Being open and honest.- Take responsibility for my work and delivering positive outcomes.- Treating everyone fairly and with respect.- Doing my best for each other and our communities.