

Role Title: Organisational Development Lead
Salary: PO3 £41,511 - £44,711
Location: Sir Henry Mitchell House
Report to: Head of Organisational Development

About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Job Overview

This is an exciting opportunity to join our Organisational Development team at a time of change and transformation. As OD Lead, you will play a key role in shaping and delivering our cultural development work, with a specific focus on embedding organisational values and behaviours, enhancing employee engagement, and evidencing the impact of culture across the Trust.

Working collaboratively across the Trust and in partnership with colleagues in HR, OD, and internal communications, you will develop and lead programmes of work that support a positive, inclusive, and high-performing organisational culture.



Main Duties and Responsibilities

Strategic Culture & Change Leadership

- Lead on the development and delivery of a Trust-wide cultural development strategy, aligned with corporate priorities and the People Strategy.
- Champion the embedding of our organisational values and behavioural framework into everyday practice, ensuring it underpins leadership, performance management, learning and development, and workforce policies.
- Provide expert advice to senior leaders on cultural challenges and opportunities, using OD principles and systems thinking approaches.

Employee Engagement

- Design and deliver a comprehensive employee engagement strategy, supporting the organisation to listen to, value, and act on the views of its workforce.
- Lead on engagement activities, including the delivery and analysis of the staff survey, focus groups, and pulse checks, and co-ordinate action planning across departments.
- Work with services and senior management to improve engagement outcomes and track progress.

Values and Behaviours

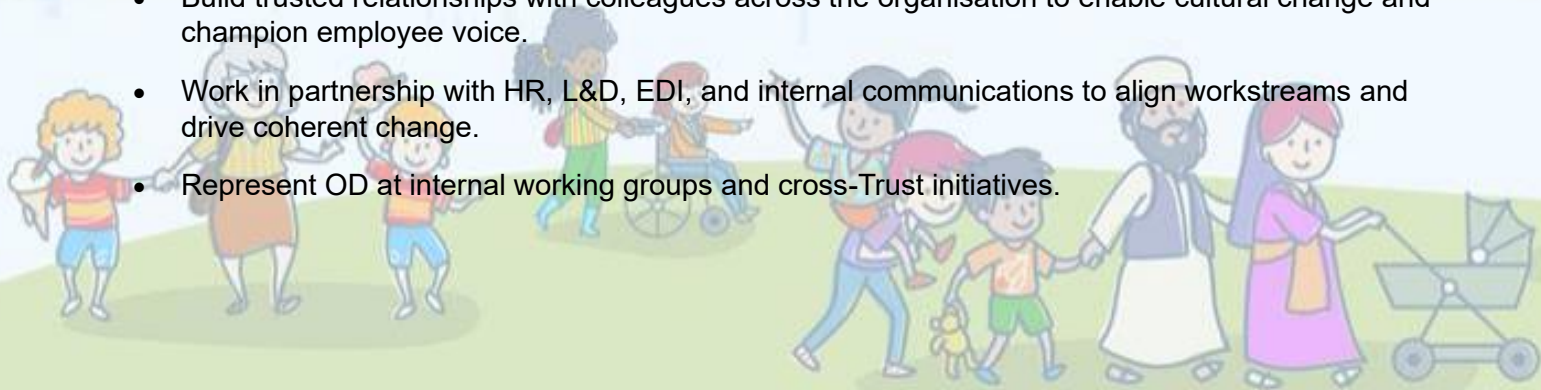
- Refresh and embed the Trust's values and behaviours framework, ensuring it reflects our commitments to inclusivity, fairness, and service excellence.
- Support the design and delivery of workshops and interventions to enable managers and teams to explore and embed values in their daily work.
- Provide tools, resources, and coaching to build confidence in values-led leadership.

Measuring Culture and Impact

- Develop and implement approaches to assess cultural health and progress, using both qualitative and quantitative data sources.
- Monitor the effectiveness of OD interventions and report on outcomes, trends, and areas for development.
- Produce regular insights, reports and presentations to support organisational learning and decision-making.

Collaboration and Influence

- Build trusted relationships with colleagues across the organisation to enable cultural change and champion employee voice.
- Work in partnership with HR, L&D, EDI, and internal communications to align workstreams and drive coherent change.
- Represent OD at internal working groups and cross-Trust initiatives.



About You

We are looking for applicants who can demonstrate that they meet the following requirements:

Essential Knowledge, Skills & Experience

- Proven experience in an OD, employee engagement, or culture-focused role within a complex organisation, ideally within the public sector.
- Strong understanding of organisational culture, behavioural science, and systems thinking in practice.
- Experience of designing and delivering employee engagement strategies, values-led interventions, and culture change initiatives.
- Ability to analyse and interpret data to generate insights and evaluate impact.
- Excellent interpersonal, facilitation and influencing skills, with the ability to work across all levels of the organisation.
- Strong project management and organisational skills, with a track record of leading multiple workstreams.

Desirable

- Experience of working within a local authority or public sector setting.
- Relevant professional qualification (e.g. CIPD, Organisational Psychology or similar).



Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

We are an equal opportunities employer.

