



Director of People and Organisational Development Competitive Salary starting at £90,605.00

The University of South Wales is a major, modern civic university rooted in South Wales, with a proud commitment to student success, applied research, innovation, partnership working, regional impact and widening access. As the University responds to a challenging and changing higher education environment, we are seeking an accomplished Director of People and Organisational Development to shape and deliver a progressive people strategy that supports institutional change, growth and long-term sustainability.

Based across USW campuses, with flexible working by agreement, this role offers the opportunity to provide University-wide leadership for people strategy, organisational development, workforce planning, culture, wellbeing, talent, employee relations and the continued development of a modern, professional and customer-focused HR function.

Reporting to the Chief Operating Officer, the Director will work closely with members of the Executive, senior managers, trade union officers and wider stakeholders. The postholder will align people and workforce priorities with the University's educational, research and financial goals, ensuring an adaptable, efficient, inclusive, data-informed and digitally capable workforce.

This is a full-time permanent post.

To arrange an informal conversation about this post please contact
emma.stone@southwales.ac.uk

Discover the advantages of working for USW: <https://tinyurl.com/WorkatUSW>

USW is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All those working at the University are expected to share this commitment.

We are committed to employing a diverse workforce and creating an inclusive environment. Where colleagues can be themselves and every person is treated with dignity, fairness and respect. We actively encourage applications from diverse backgrounds and communities, especially with regards to age, disability, gender identity, sexual orientation, race and religion and/or belief. We benchmark our success through equality accreditations with Athena Swan, Race Equality Charter, Stonewall and Disability Confident.

If you're a Welsh learner or a Welsh speaker, we'd be delighted to receive your application. At USW, you'll have access to Welsh courses to enable you to develop your Welsh skills further, in order to provide a bilingual service to our students, colleagues and the public.

We welcome applications in Welsh and English. Applications in Welsh will not be treated less

favourably than those made in English.

Apply online <http://www.southwales.ac.uk/jobs>

Job Description

Job position	Director of People and Organisational Development
Faculty / Department	People and Organisational Development
Location	USW campuses (multi-site) with flexible working by agreement
Salary	To be confirmed
Hours of work	Full time
Contract duration (perm/fixed term)	Permanent
Reports to	Chief Operating Officer
Responsible for	HR Department Senior Team

Job purpose

The Director of People and Organisational Development is a key member of the senior leadership group steering a values-driven and ambitious university. Reporting to the Chief Operating Officer, the postholder will lead the development and delivery of a people strategy that supports the University of South Wales through a period of change and growth and contributes to the long-term sustainability of the institution.

Working closely with senior managers and wider stakeholders, the Director will ensure the development of an adaptable, efficient, data-informed and digitally capable workforce that underpins institutional success. The postholder will also lead the development of a modern, professional, customer-focused and solutions-oriented HR function.

The University of South Wales is a major, modern civic university rooted in South Wales, with a proud commitment to student success, applied research, innovation, partnership working, regional impact and widening access. The Director will align people frameworks and workforce priorities with the University's long-term educational, research and financial goals, helping to build a high-performing, inclusive and sustainable institution.

Key responsibilities

The postholder will:

- Align the workforce and people strategy with the University strategy, connecting HR frameworks to long-term educational, research and financial goals and strengthening USW as a values-based, diverse employer.
- Develop a flexible, adaptable, efficient, data-informed and digitally capable workforce

able to respond to institutional priorities and changing external conditions.

- Provide strategic leadership and expert advice on employment law and workforce risk, ensuring the University remains compliant and protected during organisational change, restructuring and transformation.
- Lead continuous improvement in organisational change, workforce redesign and service delivery, minimising organisational disruption and individual impact.
- Ensure organisational change programmes comply with employment legislation, regulatory requirements and University policies, mitigating legal, financial and reputational risk.
- Build scalable workforce plans that anticipate funding shifts, demographic changes in enrolment and evolving technological requirements.
- Lead a professional, customer-focused and solutions-oriented HR operational function that provides consistent, expert support to managers and contributes to organisational success.
- Develop and deliver an organisational development strategy which identifies workforce learning and development needs, clarifies individual contribution and provides development and succession pathways.
- Optimise institutional training and development opportunities to maximise the value of available budgets.
- Build a culture of high performance and excellence in leadership and management, with a strong emphasis on inclusion and becoming an employer of choice.
- Develop and deliver a workforce wellbeing strategy that reflects Medr requirements and the values of the University.
- Design targeted recruitment strategies to attract high-quality academic and professional services talent.
- Implement effective onboarding programmes that shorten time to productivity and improve retention across academic and professional services roles.
- Formulate competitive reward strategies and career development pathways to support attraction, engagement and retention.
- Develop and maintain constructive and consultative dialogue with recognised trade unions in line with the University's partnership agreement, supporting early resolution of

issues and productive institutional outcomes.

- Strengthen the confidence and capability of leaders and managers by providing expert advice on complex employee relations matters and casework.
- Advise and support the Chief Operating Officer on institutional trade union consultation mechanisms and national pay negotiations.

Person specification

	We are looking for an accomplished HR leader with significant experience of leading HR functions in large, complex and diverse organisations. When completing your application, ensure you demonstrate how you meet the criteria below.
1*	Significant senior leadership experience in Human Resources, Organisational Development and workforce strategy within a large and complex organisation.
2*	A strong track record of developing and delivering people strategies that underpin organisational strategy and improve performance and success, ideally in more than one organisation.
3*	Proven success in leading major organisational change, transformation and workforce redesign programmes while maintaining engagement and trust and minimizing organisational impact.
4*	Extensive experience of complex employee relations, including consultation, restructuring, collective bargaining and dispute resolution.
5*	Evidence of leading a professional, customer-focused and solutions-oriented HR operational function, including applying technology to improve workforce processes and supports management with consistent, professional and solutions-oriented advice.
6*	Evidence of championing equality, diversity and inclusion and delivering measurable outcomes.
7*	Demonstrable experience of working constructively with recognised trade unions to secure productive organisational outcomes.
8*	Experience of developing and leading high-performing teams and motivating and engaging staff to deliver successful people outcomes.
9*	Experience of managing significant budgets and delivering measurable service improvements.
10*	Educated to degree level and a Chartered Member of the CIPD.
11*	Exceptional strategic thinking and analytical capability, including translating strategy into practical delivery and using people data and workforce insight to support decisions.
12*	Strong political awareness, organisational judgement, influencing and negotiating skills, with credibility at senior level as an advocate of the university with external stakeholders.
13*	Highly developed communication and presentation skills and the ability to manage competing priorities in a complex and fast-changing environment.
14	A relevant master's qualification and Chartered Fellowship of the CIPD are desirable.
15	The ability to speak and/or write in Welsh is desirable.



Health and Safety

You must a) familiarise yourself with, and comply with, the organisation's Health and Safety Policies and Procedures which are available on Connect (Intranet); and b) be fully conversant with your health and safety responsibilities outlined in the Faculty/Department Health and Safety Management Arrangements document and implement accordingly.

Disability Confident Employer - Offer of an interview

The University of South Wales is committed to employing a diverse workforce and creating an inclusive environment where staff can be themselves and everyone is treated with dignity, fairness and respect. We welcome applicants from diverse backgrounds and communities, particularly in terms of age, disability, gender identity, sexual orientation, race and religion or belief. We guarantee that all disabled candidates who meet all the key criteria for the vacancy they are applying for are offered an interview. Key criteria by * in the Person Specification above.