



**Role: Organisation and Workforce Development (OWD) Manager**

**Salary: £48,453**

**Location: Flexible**

**Hours: 35 hours per week**

**Contract: 1 year fixed term contract (secondments welcome)**

### **About us**

We are the national regulator and scrutiny body responsible for providing assurance and protection for people who experience care services, their families, carers and the wider public, as well as supporting delivery partners to improve the quality of care for people in Scotland. Our vision is that people across Scotland experience high quality care that meets their needs, rights and choices.

The Organisation and Workforce Development (OWD) Team are focused on supporting colleagues in their role to make a difference in the quality of care for Scotland. The team's purpose is to work collaboratively to develop our organisation and its workforce to be the best and to do that with energy, drive and determination.

Currently the Scottish Government guidelines advise to continue working from home where possible. However, when this guidance is lifted, we will be running a hybrid working trial which is a blend of remote and office working.

### **About the role**

The Organisation and Workforce Development (OWD) Team have an integral role in designing and delivering people and organisation development strategies. The team design, commission and manage the delivery of a wide range of opportunities to develop the skills, capabilities and knowledge of our workforce to build a strong, inclusive, empowered culture.

This role is key to developing integrated learning programmes that meet the current and future needs of our organisation by supporting the development of our workforce. Working closely with internal stakeholders, you will deliver a portfolio of projects and programmes covering induction, CPD, leadership, digital skills and business skills. You will also be responsible for the development and delivery of key corporate projects that impact on the organisation and its workforce as we continue to develop our positive organisational culture. This

work will include the continued development of our performance appraisal process and wider organisational wellbeing and culture change projects. The post holder will report to the Head of Organisation and Workforce Development and manage a small team.

**About you**

You will be an experienced manager with a strong track record of leading, developing and managing organisational learning, organisational culture and organisational development programmes and projects. Passionate about learning, with a strong collaborative leadership approach, you will work closely with a range of stakeholders to manage and deliver a key function for our organisation. This is an exciting opportunity to help shape and manage the development of our workforce and organisation.

**Next steps**

You'll find more information in the job profile and person specification.

For an informal discussion please contact Kirstine Rankin, Head of OWD on 07825 657118.

If you believe that your expertise and motivation make you suitable for this post, please download and complete an Application Form and return by email to [recruitment@careinspectorate.gov.scot](mailto:recruitment@careinspectorate.gov.scot) by no later than **8am on Thursday 4 November 2021**.

Interviews for this post will take place via Microsoft Teams. It is anticipated that interviews will be held on 16 November 2021.