

Candidate Information

Position: Organisational Development Partner (Projects)
School/Department: People and Culture
Reference: 25/113037
Closing Date: Monday 5 January 2026
Salary: £51,016 - £62,695 per annum.
Anticipated Interview Date: Monday 19 January 2026

JOB PURPOSE:

Reporting to the Head of Organisational Development, the Organisational Development Partner (Projects) will work closely with senior managers and key stakeholders across the University on the development and implementation of multiple strategic OD projects. The postholder is responsible for successfully managing change during the implementation of university wide initiatives that actively contribute to building internal capacity to drive sustained improvement in staff performance, engagement, and culture, thereby enhancing outcomes for students and the wider University community.

MAJOR DUTIES:

1. Apply professional expertise to a range of strategic Organisational Development change projects. Take a lead role in the formulation and development of recommendations and implementation plans for related university wide projects and initiatives.
2. In consultation with the Head of Organisational Development and relevant stakeholders design and implement performance management frameworks to enable a high-performance culture across Queen's. Drive improvements in employee performance and embed a culture of continuous development and service and academic excellence. Keep up to date with best practice.
3. Working closely with stakeholders to provide expert OD advice in support of the effective implementation of agreed strategic projects. Provide professional OD expertise to build organisational, departmental, and individual capability, generating original ideas and innovative solutions through specialist know-how and advice.
4. Lead the development of employee engagement strategies, including analysis of staff and pulse survey feedback, and provide actionable insights to senior leadership to drive continuous improvement.
5. Support culture change interventions using evidence-based approaches aligned with Queen's values. Provide tools and guidance to leaders to role-model desired behaviours.
6. Advise on inclusive strategies for organisational change projects and alignment, promoting collaboration, innovation, and a culture of feedback and coaching across all levels of the organisation.
7. Lead and contribute to organisational development initiatives using a structured, project-based approach to ensure clarity of scope, timelines, in budget and measurable outcomes. Apply project management principles to all OD activities, including planning, stakeholder engagement, delivery, and evaluation.
8. To apply strong data analysis skills providing insight to inform approaches, methods and plans.
9. Coordinate cross-functional project teams to deliver OD interventions aligned with strategic priorities. Lead, monitor and drive progress - managing sub-project/workstream activities and dependent sub-groups to ensure that the deliverables of each project are successfully realised, ensuring effective reporting between sub-groups and to/from the relevant senior stakeholders.
10. Monitor progress and impact of OD projects, reporting on key milestones and outcomes to senior stakeholders. Where appropriate, escalate emerging risks and develop and implement strategies to manage these.
11. Promote a culture of agile delivery and continuous improvement through iterative project cycles and feedback loops.
12. Build strong relationships with senior leaders across the University to ensure shared understanding of strategic direction, performance challenges, and workforce priorities.
13. Engage, maintain relationships and partner with internal and external stakeholders, including trade unions, to co-create solutions to engagement and capability challenges.
14. Act as a trusted adviser and expert lead, influencing strategic decisions and ensuring delivery of key organisational outcomes.
15. Undertake other People and Culture projects as and when required.

16. Any other duties that fall within the general ambit of the post.

ESSENTIAL CRITERIA:

1. A degree and/or postgraduate or professional qualification in a relevant subject, plus significant (minimum of 3 years') broad management/professional experience in similar/related Organisational Development (OD) roles. OR; Substantial vocational and relevant management experience demonstrating management ability in an appropriate professional or specialist capacity in similar OD role(s)/ work environment(s).
2. Proven track record of experience achieving outcome(s) through the application of OD interventions.
3. Experience of a project-based approach to work in a customer focused organisation, proactively facilitating and leading change.
4. Proven ability to influence behavioural change through the design and application of OD interventions.
5. Demonstrable ability to think strategically by seeing the big picture, analysing complex situations, anticipating future challenges and opportunities and making decisions that align with long-term goals.
6. Excellence in service delivery including the ability to manage relationships.
7. Embedded communication ability both upward and downwards within an organisation and externally to improve service delivery.
8. Well-developed analytical and problem-solving capability.
9. Well-developed communication and interpersonal skills.
10. Demonstrable ability to work in a complex environment and remain positive, enthusiastic, resilient and agile.

DESIRABLE CRITERIA:

1. Project Management qualification.
2. CIPD qualification.
3. Experience of working in higher education.
4. Experience of working on change programme(s) delivering broad organisational change with a focus on continuous improvement and culture change.
5. Strong data analysis driven insights/ skills and practical organisational application.