

HUMBERSIDE FIRE & RESCUE SERVICE

EMPLOYEE SPECIFICATION

Post Ref: Culture Improvement Manager

Temporary ☐

Established ☒

Part-Time ☐

Full-Time ☒

Job Share ☐

	Essential	Desirable	How Measured
Experience	- Significant experience of leading organisational culture, organisational development, workforce improvement or change management initiatives. - Experience of developing and implementing strategic improvement plans and tracking outcomes. - Experience of working with senior leaders and influencing organisational change. - Experience of analysing and presenting qualitative and quantitative data to support decision making. - Experience of stakeholder engagement across a range of internal and external partners. - Experience of delivering equality, diversity and inclusion initiatives.	- Experience within the public sector, emergency services or a highly regulated environment. - Experience of responding to inspection findings, organisational reviews or cultural change programmes. - Experience of facilitating staff engagement forums, employee networks or workforce consultation activities.	Application Form Interview References
Education Training Qualifications	- Postgraduate level qualification in Human Resource management or equivalent field, or equivalent relevant professional experience. - Evidence of continuing professional development relevant to organisational development, culture, EDI or change management.	- Current professional membership of the Chartered Institute of Personnel and Development (CIPD) - MBA, MA or MSc in Organisational Psychology, Business Management, Sociology or Change Management, or equivalent qualification. - Relevant coaching, facilitation or leadership qualification.	Application Form Interview References Certificates
Special Knowledge	- Strong understanding of organisational culture, values-led leadership and behaviour change. - Comprehensive knowledge of Equality, Diversity and Inclusion legislation, including the Equality Act 2010 and Public Sector Equality Duty. - Knowledge of organisational development, employee engagement and change management methodologies.	- Knowledge of Fire and Rescue Service culture, HMICFRS expectations and Fire Standards. - Knowledge of NFCC guidance and national recommendations arising from sector reviews and inquiries. - Awareness of emerging workforce, inclusion and cultural trends within the public sector.	Application Form Interview

	• Understanding of workforce development and people-centred improvement approaches. • Knowledge of performance management, cultural metrics and data analysis techniques. • Understanding of policy development, governance and organisational improvement frameworks.		
Skills	• Excellent written and verbal communication skills, including report writing and presentation skills. • Strong stakeholder engagement and relationship-building skills. • Ability to influence, challenge constructively and build credibility at all organisational levels. • Highly developed analytical and problem-solving skills. • Project and programme management skills. • Ability to design and deliver learning, training and awareness interventions. • High levels of emotional intelligence, diplomacy and cultural sensitivity. • Ability to work independently, prioritise workloads and manage competing demands. • Strong digital literacy, including Microsoft Office applications and data reporting tools. • Facilitation and coaching skills to support cultural improvement and leadership development.	• Experience of utilising cultural dashboards, workforce analytics and engagement technologies. • Advanced facilitation, coaching or organisational development expertise.	Application Form Interview
Working Arrangements	• Ability to travel throughout the Service area and attend external meetings and events as required. • Willingness to work flexibly, including occasional evenings and weekends. • Ability to work effectively in office, operational and partnership environments. • Ability to handle sensitive and confidential information with discretion and professionalism.		Interview

	• Commitment to the Core Code of Ethics and to promoting equality, diversity and inclusion.		
--	---	--	--