

Organisational Development Lead

Job description

It will take a society to beat dementia. Alzheimer's Society.



Who we are

Dementia is the UK's biggest killer. One in three people born in the UK today will develop dementia in their lifetime.

At Alzheimer's Society, we're the UK's leading dementia charity and the only one to tackle all aspects of dementia by giving help and hope to people living with dementia today and in the future. We give vital support to people facing the most frightening times of their lives, while also funding groundbreaking research and campaigning to make dementia the priority it should be.

Together with our supporters, we're working towards a world where dementia no longer devastates lives.

Our values

Our values tell everyone who we are as an organisation.

Our values make sure that our focus is clear for the challenges and opportunities ahead and remind us of what we all stand for.

Our values are evident in everything we do, how we do it and how we work together.

These are not just words on a wall, we live these every day in all our work. We are determined to make a difference when and where it matters most, by being passionate, focussed and making a lasting impact for people affected by dementia.



Determined to make a difference

We're passionate, we're focused and we make a lasting impact for everyone living with dementia.



Trusted expert

We're listening, we're learning and we use experience and evidence.



Better together

We're open, we combine our strengths and we achieve more together.



Compassionate

We're kind, we're honest and we don't shy away from challenges.

Through our values we will make the greatest difference for people affected by dementia. Whether you are someone living with dementia, a family member or carer, a supporter, a donor, a colleague from another organisation, an employee or a volunteer, these four values will shape your experience with Alzheimer's Society.

Organisational Development Lead

Position in the organisation

Reports to the Head of Talent & Development.

Member of our Talent & Development team.

Part of our People directorate.

Purpose of this role

At Alzheimer's Society we are advisors, supporters, fundraisers, researchers, influencers, communicators, technical specialist and so much more. We are volunteers, we are employees, and together we are here to make a difference to the lives of people with dementia and their carers.

The Organisational Development Lead provides specialist organisational development expertise across the Society, helping leaders and People Partners understand complex organisational challenges, diagnose root causes and identify practical, evidence informed responses.

This is a whole system role, working across organisational boundaries rather than being aligned to one directorate. It brings deep technical OD expertise to people issues such as organisational design, ways of working, team effectiveness, leadership dynamics, change readiness and organisational culture where these are impacting performance, collaboration or delivery.

Working closely with People Partners and senior leaders, the post holder will act as an internal consultant and trusted adviser: providing diagnosis, challenge, facilitation and expert recommendations that help others design effective interventions and lead change well ensuring that we are learning as an organisation and embedding and sustaining change.

The role shapes thinking, strengthens capability and influences the quality of organisational decision making. It does not own the delivery of programmes, transformation initiatives or directorate specific change plans, but provides the specialist insight and OD practice that enables those activities to be better targeted, more inclusive and more sustainable.

We are looking for someone who exemplifies our values, someone who is: Determined to make a difference when and where it matters most. A trusted expert who believes in working Better together and demonstrates true Compassion.

Key accountabilities and responsibilities

- Lead and shape organisational diagnosis activity to understand the root causes of complex organisational challenges, rather than focusing only on presenting symptoms.
- Apply a range of OD methodologies, models and evidence based approaches to explore organisational dynamics, team effectiveness, ways of working, change readiness and barriers to performance.
- Draw together organisational data, stakeholder insight, colleague voice and other evidence to identify patterns, risks, opportunities and recommendations.
- Translate complex organisational issues into clear, practical recommendations that inform leader decision making and intervention design.
- Work in close partnership with People Partners, bringing specialist OD expertise to organisational challenges, structural considerations and change activity across the Society.

- Advise People Partners and leaders to strengthen the quality of diagnosis, intervention planning and change conversations.
- Build OD capability within the People Partner community by developing practical tools, frameworks, questions and resources that support consistent, evidence informed practice.
- Provide expert consultancy, facilitation and challenge to help teams and leaders work through ambiguity, complexity and competing perspectives.
- Contribute specialist OD input to organisational change approaches, ensuring change is informed by systems thinking, inclusion, colleague experience and sustainable ways of working.
- Support the evaluation of organisational interventions and change approaches, identifying lessons learned and opportunities to strengthen future practice.
- Maintain up to date expertise in organisational development, change management, systems thinking, organisational behaviour and relevant research.
- Act as a recognised technical expert for OD methodologies and approaches, sharing insight and recommendations that improve organisational effectiveness across the Society.
- Be clear about role boundaries by shaping, advising and enabling interventions, while not owning the delivery of programmes, transformation initiatives or directorate-level change plans.

We are looking for someone who can...

- Adhere to all the Society's service standards, policies and procedures.
- Comply with the data protection regulations, ensuring that information on clients remains confidential.
- Be responsible for personal learning and development, to support the learning and development of others and the whole organisation.
- Work in a manner that facilitates inclusion, particularly of people with dementia.
- Implement the Society's health and safety policy and procedures, ensuring that all practices and procedures are undertaken in accordance with a healthy and safe working environment and that all staff and volunteers for whom you may be responsible are aware of their responsibilities in respect of their role, monitoring data and recommending action as required.
- Administrate and organise own work to ensure that it is accurate and meets quality targets, reasonable deadlines, and reporting requirements.
- Follow the Society's management information guidelines and requirements, including ensuring appropriate monthly measures on service usage levels are collected and submitted on the services database or other systems in accordance with deadlines.

Person specification and selection criteria

Skills & knowledge	Application (A) or Interview (I)
Significant experience applying organisational development methodologies within complex organisations.	A/I
Good expertise in organisational diagnosis and root cause analysis.	A/I
Experience developing and implementing organisational strategies, frameworks and interventions aligned to organisational priorities.	A/I
Experience of using OD tools e.g. McKinsey 7S, Galbraith's Star Model and/or Weisbord's Six-Box.	A/I
Experience supporting organisational change and transformation activity.	A/I
Advanced understanding and application of change management methodologies and frameworks.	A/I
Experience working in partnership with HR, People Partners or business partnering teams.	A/I
Good consultancy, facilitation and stakeholder engagement skills.	A/I
Experience using organisational data and insight to inform recommendations.	A/I
Understanding of systems thinking and organisational dynamics.	A/I
Experience designing organisational interventions and recommendations.	A/I
Experience facilitating sensitive, complex or senior-level interventions involving multiple stakeholders with differing priorities.	A/I
Ability to influence senior leaders through evidence, expertise and professional credibility.	A/I
Obtained a qualification or accreditation in or have experience and awareness of psychometrics/behavioural assessment such as MBTI, DISC or other.	A/I

Competencies & personal attributes	Application (A) or interview (I)
Be a team player, supporting colleagues when there are deadlines, and who knows when to ask for help themselves.	A/I
Be a self-starter and incredibly motivated.	A/I
Excellent organisational and timekeeping skills.	A/I
Excellent attention to detail.	A/I
Non-judgemental communication	A/I
Commitment to and understanding of equal opportunities	A/I
Understanding of the inclusion agenda and its relevance within a diverse society	A/I
Strong diagnostic and analytical capability.	A/I
Highly credible consultant and trusted adviser.	A/I
Systems thinker who can identify patterns and organisational interdependencies.	A/I
Skilled at influencing without authority.	A/I
Comfortable working in ambiguity and complexity.	A/I
Curious, evidence-based and solution-focused.	A/I
Strong facilitation and consulting skills.	A/I
Collaborative and relationship-focused.	A/I
Committed to equality, diversity, inclusion and belonging.	A/I
Able to translate complex organisational issues into practical recommendations.	A/I

Our benefits



Financial Security

- Group Personal Pension Plan with Scottish Widows – with up to 8% employer contributions rate
- Life Assurance Scheme – two times your annual salary
- Society Plus and Smart Spending App – giving you unbeatable savings at hundreds of retailers



Health & Wellbeing

- Health Cash Plan
- 24/7 Employee Assistance Programme including online and face to face coooselling
- Discounted gym membership with Society Plus
- Lived Experience Networks
- Mental health app and unlimited therapy



Personal Development

- Apprenticeships
- Leadership development programme
- Financial support towards relevant professional qualifications



Family & Dependants

- Enhanced family leave - 16 weeks paid for all parents
- Paid time off work for fertility treatments for both partners
- Paid carers leave
- Paid dependants leave
- Paid compassionate and bereavement leave
- Paid time off work to support those transitioning



Recognition

- Annual people awards
- Long service awards
- Thank you eCards
- Values Hero and Society Legend Awards



Work Life Balance

- Annual leave of 27 days increasing to 30, plus bank holidays
- Career breaks of up to 3 months
- Flexible working
- Wellbeing leave