



Job description			
Job title	Organisational Development Graduate Employee Experience		
Grade	G		
Directorate	Resources		
Service/team	HR/Organisational Development		
Accountable to	OD Lead (Employee Experience)		
Responsible for	Not applicable		
JE Reference	N/A	Date Reviewed	May 2025

Purpose of the Job

This role will support various work programmes and initiatives across a range of organisational development areas, to support teams in the delivery of our Council Plan. Working closely with the wider Human Resources Team, you will provide organisational development support and guidance to overcome workforce challenges and help grow and transform the culture across Knowsley Council.

You will primarily provide support around Employee Experience. This will include leading and supporting key programmes of work such as induction, reward and recognition programmes, employee engagement and equality, diversity and inclusion.

You may also be asked to lead and support other key work programmes across the wider team, to help ensure we have a robust learning and leadership offer for the diversity of the services that we deliver and we grow and develop our learning culture as well as helping to attract and develop diverse talent to roles.

You will have an understanding of a range of HR fields such as Organisational Development, Employee Engagement and culture change, Learning and Development, Equality, Diversity and Inclusion.

You will deliver and support key transformational projects within a dynamic, creative, and influential environment

Duties and Responsibilities



This is not a comprehensive list of all the tasks, which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

- Support programmes and initiatives to nurture an outstanding employee experience and inspire high performance.
- Support and coordinate the design, delivery and evaluation of a range of organisational development interventions, working closely with the wider organisational development team, to drive employee engagement, people performance and help attract and retain talent
- Support the coordination of various programmes and projects across Organisational Development such as: Equality, Diversity and Inclusion initiatives, leadership and talent development programmes to develop skills, capabilities and confidence across the workforce whilst fulfilling statutory obligations.
- Research and analyse workforce data and the latest thinking in the organisational development field, to continually improve and enhance our offer and support the development and delivery of organisational priorities.
- Support the wider /HR team to assist with service priorities in line with current job role. Support the delivery of training to staff and other key stakeholders in relation to equality, diversity, inclusion and employee experience.
- Support the delivery of the KMBC People Strategy.

Employee Experience

- Support the development and implementation of high impact employee engagement initiatives and events, such as National Inclusion Week and Wellbeing campaigns.
- Support in the scrutiny and analysis of Equality Impact Assessments which services draft, with a view to driving Equality, Diversity and Inclusion across the workforce.
- Support the design and development of employee engagement feedback mechanisms, looking at ways to maximise participation.
- Analyse and review workforce Equality, Diversity and Inclusion data, engaging with staff from protected groups and putting in place tangible actions to drive a more inclusive employee experience for Knowsley staff.
- Support the review of each aspect of the employee lifecycle, working across the HR team to improve and enhance this further
- Coordinate and oversee feedback shared from various employee engagement platforms, making suggestions and recommendations to inform priorities.



- Support and work with the Council's Employee Networks to strengthen in informing and shaping the design and delivery of the People Strategy.
- Support the development and delivery of a diverse and innovative range of training and learning opportunities that meet the needs of, and are responsive to the changing requirements of, the organisation to enhance the Employee Experience, aligned with the Council Plan

Special Conditions

Normal hours of work will be 36 per week, but the post holder may be required to attend meetings outside normal office hours in line with the requirements of the service and in-line with Council Policy.

Health and Safety

- To use equipment as instructed and trained
- To inform management of any health and safety issues which could place individuals in danger

Data Protection and Information Security

- Implement and act in accordance with the Information Security Acceptable Use policy and Data Protection Policy,
- Protect the council's information assets from unauthorised access, disclosure, modification, destruction or interference,
- Report actual or potential security incidents.

Knowsley Better Together – Staff Qualities





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