

About Salix

We're Salix Finance, but we're not a bank.

Our mission is to enable, and inspire, public sector organisations to move towards net zero.

We deliver government funding schemes to support councils, schools, housing associations, hospitals and universities boost their energy efficiency, reduce their impact on the environment, save money and to remove more households from fuel poverty.

We work with the UK government and the devolved administrations in Scotland and Wales.

As well as managing the funding schemes, we provide professional advice, expertise and support to grant recipients throughout all stages of their projects.

We also offer insight, intelligence and influence by sharing knowledge and lessons learned from project delivery to help improve future schemes and policy development.

We were created in 2004 and have been growing ever since. We now employ 200 people.

We are committed and passionate about supporting governments to reach their ambitious net zero targets. We are proud and excited to be on the journey with them.

We are wholly owned by the Department for Energy Security and Net Zero.

Why work for us?

If you share our passion for addressing the urgent challenge of climate change and contributing to the UK's ambitious decarbonisation goals, we want to connect with you.

Embark on a fulfilling career with us where every day brings new challenges and rewards

You'll have the chance to leverage your skills and expertise to shape impactful projects, both large and small, making a meaningful difference across the UK.

With offices in vibrant London and dynamic Manchester, our opportunities span both cities, offering you a chance to be part of a transformative journey wherever you feel most at home.

Recognising that our employees are the heart of our success, we prioritise their

wellbeing and professional development and we offer a range of benefits.

As proud holders of the Investors in People Gold accreditation, we are committed to creating an environment where you can thrive.

Role	Director of organisational design and people
Department/Location	Human Resources - Manchester
Reports to	CEO
Package	£90K – up to £116K per annum
Main purpose of role	Support the chief executive in driving the overall change process at Salix, with particular focus on organisational design and people processes.
Key responsibilities	<ul style="list-style-type: none"> • To ensure all people policies are fit for purpose and remove any risks • Provide a comprehensive cohesive framework for Salix’s people processes with initial focus on remuneration • Establish a compelling Employee Value Proposition which helps Salix recruit and retain talented individuals • To design and implement Salix's operating model and organisational design principles • To manage and support the assessment of organisational needs, as well as the design and implementation • To build Salix’s capacity to adapt and deliver to higher standards and respond effectively to change through deployment of appropriate operational models • Lead HR and OD • Play a key role in leading an engaging consultation process for Salix strategy delivery including the publication of annual forward work programme
Skills and experience	<ul style="list-style-type: none"> • Knowledge of organisational design methods • Previous experience leading an HR function at Director level in the public sector or similar • Experience of leading change in the public sector • Experience providing specialised assistance in the delivery of complex initiatives and realignments • Experience assisting an organisation in understanding its current and desired future state • Experience delivering all aspects of system change as a leader • Experience performing organisational-wide diagnostics.

	<ul style="list-style-type: none"> • When required, designing, and delivering behavioural change interventions • Providing job design advice while ensuring alignment with the rest of the people system and process • Experience with preparing budgets and data analysis. • Can act as a coach • Organisational design experience • Able to act strategically and also at an operational level when the situation requires
<p>Key competencies <i>In common with all executives</i></p>	<ul style="list-style-type: none"> • Develops and implements sustainable business strategies, thinks long term and externally to positively shape the organisation. • Anticipates and perceives the impacts of future trends on the organisation and acts accordingly. • Contributes to team spirit by serving as a positive role model. Without being asked, collaborates, and supports others as well as other areas of Salix. • Treats all individuals with respect, exceeding ethical norms and acting as role model for others. • Focus on delivering goals with actions that lead to task accomplishment whilst demonstrating appropriate quality concern throughout the process. • Embraces and delivers change, even when it's contrary to previous practices. • Adopts a continuous improvement ethos • Evaluates data to reach logical and pragmatic decisions. • Intuitively and constantly seeks to ensure that public money is spent appropriately. • Acts in a way which is accordance with public sector values and can provide reassurance if questioned on the efficacy of any decision.

Benefits

- Hybrid working – minimum one day in the office a week
- 28 days annual leave
- Flexible working
- CSSC benefits platform
- Cycle to work scheme
- Contributory pension scheme
- Employee support with public transport costs
- Supported training budget for staff

Access to Employee Assistance Program

How to apply

If you wish to apply for this role, please submit the following to amy.wright@salixfinance.co.uk

1. An up-to-date CV
2. A supporting statement

Please specify in the application email subject the role you are applying for.

Appointment timetable

- The position has been advertised on 9 April 2024
- Applications will close on 26 April 2024, or sooner if the post is filled
- Shortlisted candidates will be invited to an interview by mutual agreement on 3 May 2024
- Start in post by mutual agreement