

Organisation design and engagement lead

Join us. Help deliver a greener future.

At Salix, our aim is to deliver decarbonisation, create clean power and lower energy bills for consumers.

We enable people to live in warmer and healthier homes and we help deliver resilient public buildings which are better places to work, visit or use.

Our work means homes and buildings are cheaper to run as they benefit from cleaner and more sustainable energy.

We deliver and administer the government funding that unlocks greater energy efficiency and lower costs for councils, schools, housing associations, hospitals and universities.

We are a trusted delivery partner to the UK, Scottish and Welsh governments, regional combined authorities and public sector organisations across the country.

But our role goes beyond funding and our impact through the Warm Homes Plan.

We provide practical expertise, support and insight throughout every stage of delivery, helping organisations turn ambition into real-world impact while shaping future policy and best practice along the way.

Driven by purpose and backed by decades of technical and delivery expertise, our teams work collaboratively to make complex programmes happen at scale.

If you want to work somewhere where your ideas are valued, your development is supported and your work contributes to a greener future, we'd love to hear from you.

Role
Organisation design and engagement lead
Department/ location
People team / Manchester
Reports to
Head of organisation design and learning and development
Benefits

TBC

- Contributory company pension scheme, with employer contributions
- Generous life assurance coverage
- Hybrid working – minimum one office day a week – and flexible working
- 28 days annual leave
- CSSC benefits platform
- Cycle to work scheme
- Employee support with public transport costs
- Supported training budget for staff
- Access to Employee Assistance Program

Overview

The Organisation Design and Engagement Lead is responsible for driving organisational effectiveness, engagement, culture and people-focused transformation across the organisation. Working closely with leaders and stakeholders across all directorates, the postholder will lead organisational development initiatives that support business objectives, improve employee experience and strengthen organisational performance. The role provides expertise in organisation design, workforce planning, employee engagement, change management and organisational development, ensuring that structures, capabilities, culture and ways of working are aligned to both current and future organisational needs. Acting as a trusted partner to leaders, the postholder will use insight and evidence to shape interventions that enhance organisational effectiveness, strengthen organisational capability and improve employee engagement. Working closely with the Head of Organisation Design and Learning & Development and the Learning & Development Lead, the role will lead strategic projects and programmes that improve organisational effectiveness, support successful organisational change and continuous improvement, and help create a high-performing, inclusive and engaging workplace.

Key responsibilities

Organisation Design and Development

- Work with Managers to identify opportunities to improve organisational effectiveness, performance and productivity.
- Facilitate organisational reviews and support the design of future-state structures and ways of working.
- Support the development of workforce strategies that build organisational capability and resilience.
- Co-ordinate the annual performance and appraisal cycle, including associated processes, communications, guidance, reporting and continuous improvement activities.

- Use data and insights to support performance and people development

Learning and development

- Work in partnership with the Learning and Development Lead to identify capability requirements and organisational development priorities.
- Support the design, procurement, coordination and evaluation of learning and development solutions.
- Work with the Learning and Development Lead to embed culture and behavioural change through development activities.
- Support the development of Salix's apprentices and delivery of our apprenticeship programme

Employee Engagement and Culture

- Lead the organisation's employee engagement approach, including the design, delivery and evaluation of engagement initiatives.
- Analyse engagement data, employee feedback and organisational insights to identify trends and inform improvement activities.
- Develop and implement strategies that strengthen organisational culture, inclusion, wellbeing and employee experience.
- Support leaders in creating highly engaged teams through the development of engagement action plans and interventions.
- Champion initiatives that promote organisational values, collaboration and positive workplace culture.
- Work with L&D lead to facilitate engagement workshops and focus groups across the organisation.

Change Management and Transformation

- Support organisation-wide change and transformation programmes, ensuring effective people impact assessment and stakeholder engagement.
- Develop change management approaches, tools and resources that support successful adoption of organisational change.
- Identify risks and barriers to change and implement mitigating actions to maximise engagement and outcomes.
- Work collaboratively with leaders and stakeholders to ensure organisational change is effectively communicated and embedded.

Leadership and Stakeholder Partnership

- Build strong and credible relationships with leaders and stakeholders across the organisation.
- Act as a trusted adviser on organisation development, engagement and change-related matters.
- Working with the learning and development lead; facilitate workshops, focus groups and leadership sessions to support organisational development objectives.
- Influence and challenge constructively to ensure people considerations are incorporated into business decisions.

• Represent the organisation design and people function in cross-organisational projects and working groups.
Key skills and competencies required
• Proven experience of leading organisation design, organisation development, employee engagement or change management initiatives. • Strong understanding of organisation design principles, workforce planning and organisational effectiveness. • Proven experience of working with senior stakeholders to influence and support organisational change. • Proven experience of developing and implementing engagement, culture or organisational development programmes. • Forward thinking and problem-solving skills. • Strong stakeholder management and influencing skills. • Excellent facilitation, communication and presentation skills. • Able to build credible, collaborative relationships and influence effectively across all levels of the organisation. • Ability to interpret data and insight to develop practical solutions and recommendations. • Ability to exercise sound judgement, take personal accountability and deliver outcomes independently. • Demonstrates curiosity, resilience and a solutions-focused approach to continuous improvement. • Passionate about creating positive employee experiences and organisational success. • Good IT skills, including Microsoft Office applications, internet-based systems and the ability to use a range of communication and collaboration tools. • CIPD, a relevant degree, or a recognised qualification in organisation development, change management, project management or a related discipline. • Willingness to learn and commitment to continuous professional development for themselves and others. • Willingness to travel across the UK.

Appointment Process

Salix is an equal opportunities employer and has a policy of equal pay.

All criteria outlined in the specification are considered essential and will be assessed through a combination of the CV and interview, including a presentation.

Successful candidates are required to undergo and pass a DBS and BPSS security check to be employed by Salix. This will be carried out as part of

the reference process, on receipt of the signed acceptance of a conditional offer.

How to apply:

- Please send your CV to hr@salixfinance.co.uk.
- Applications will close on Monday 26 October 2026 at 9:00am.
- Shortlisted candidates will be invited to interview from the week commencing 2nd November. A member of the Salix People Team will contact you to schedule your video interview shortly after the closing date.
- Start date to be agreed by mutual agreement.