

### **The opportunity:**

Reporting to the Head of HR for Iomart plc (currently at approx. £100m revenue with ambitious plans to double in revenue within 5 years), we have an exciting opportunity for a Senior OD Partner with big ideas and the ability to make things happen.

This role will be suited to someone who likes to work autonomously; can translate their vision into clear project plans; is a resilient and credible leader and has a hunger for continuous improvement.

At Iomart, we have big plans and recognise the need to have the right culture and talent to get us there. This role will be key in helping us deliver this.

### **More about the role:**

The Senior OD Partner will be responsible for the development and implementation of the organisational development strategy, aimed at creating the talent to deliver business objectives and creating a values orientated culture. You will focus on developing and delivering initiatives that attract, motivate and retain talent in the organisation. This will include:

- You will be the architect of a high performance culture across the group where every employee will know what is expected of them and how this contributes to the success of the business
- You will be engaging across the whole organisation and work closely with Senior Managers (including Exec level leaders) across all brands and locations. You will be driving regular touchpoints to holistically review our culture and management capability
- You will lead on key projects across the business that will really drive organisational effectiveness. Some of these projects will include:
  - Employee Engagement Programme
  - Induction and on-boarding that is engaging and provides structured development plans for our people and sets them up for success
  - Articulation of career paths across our group (particularly in our operational areas)
  - Shaping and embedding our culture and values
  - Leadership and management development that replicates our culture and values and improves our overall management capability
  - Re-defining and implementing the Iomart benchmark for managing people

### **What you'll bring to the role:**

- Iomart is going through some positive change as an organisation, so you can't be afraid to challenge ideas by questioning assumptions and questioning the established view. You will be convincing and informed, communicating with people to shape opinions. Along with your determined nature, this will allow you to create a pull for new thinking and change.
- Your drive for success, meticulous eye for detail and analytical approach will allow you to gain credibility behind ideas and deliver results through structured and well-organised projects.
- Your ability to influence senior leaders and build high quality, sustainable business partnering relationships will be essential to your success
- A commercial mind-set and business understanding to inform and drive continuous improvement in organisational effectiveness
- Experience or qualification in coaching (at a management level)
- Experience of delivering leadership/team effectiveness workshops
- A good network of external partners to help with all things relating to Organisational Effectiveness
- Strong project management toolkit

### **Ideally, you'll also have**

- Accreditation in some form of psychometric testing
- The ability to travel to other sites when required

**What we can offer you:**

- Exposure and access to cutting-edge technology as well as the opportunity to work alongside like-minded technical enthusiasts
- Supported training and development to help you progress within your career
- Competitive salary
- Holiday Trading Scheme – buy or sell part of your annual leave allowance
- Travel Loans - unsecured interest free travel loans to assist employees
- ShareSave/SAYE – buy shares in the company at a discounted rate
- ½ Day off on your Birthday
- Long service benefits – additional annual leave and access to private healthcare
- Snacks, drinks and fruit all day every day
- Breakfast on us every day including a hot roll on Fridays
- Lunch on us once a month

**A bit more about us:**

iomart is one of the leading providers of cloud computing and managed hosting. Headquartered in Glasgow, iomart employs over 400 talented staff in offices and datacentres across the UK. Originally founded in 1998, it is listed on the London Stock Exchange and specialises in delivering cloud consultancy, facilitation and digital transformation to ISVs, SMEs, enterprises and the UK public sector.