



Northumberland
County Council

Senior Talent & Capability Adviser

Candidate Pack

Welcome

Thank you for your interest in joining Northumberland County Council as Senior Talent and Capability Adviser.

This is a new role within a redesigned OD & Culture service, created to strengthen our capability at a time of significant organisational transformation.

About Northumberland County Council

Northumberland is a county of opportunity – geographically vast, diverse in communities, and ambitious for its future.

The Council is undergoing significant transformation focused on:

- modernisation and financial sustainability
- delivering better outcomes for residents
- strengthening leadership and organisational effectiveness
- embedding an inclusive, values-led culture

Our People & Culture directorate is central to this work, enabling effective services, confident leadership and a thriving workforce.

The People & Culture Central Enabling Function (CEF)

OD & Culture sits within the People & Culture Central Enabling Function, alongside the People Service (employee relations, workforce planning, and talent acquisition).

About the OD & Culture Service

OD & Culture is a team of specialists who together bring expertise in:

- Organisational development and change
- Leadership and management development
- Learning and capability
- Culture and engagement
- Employee experience
- Equality, diversity and inclusion
- Wellbeing and organisational insight

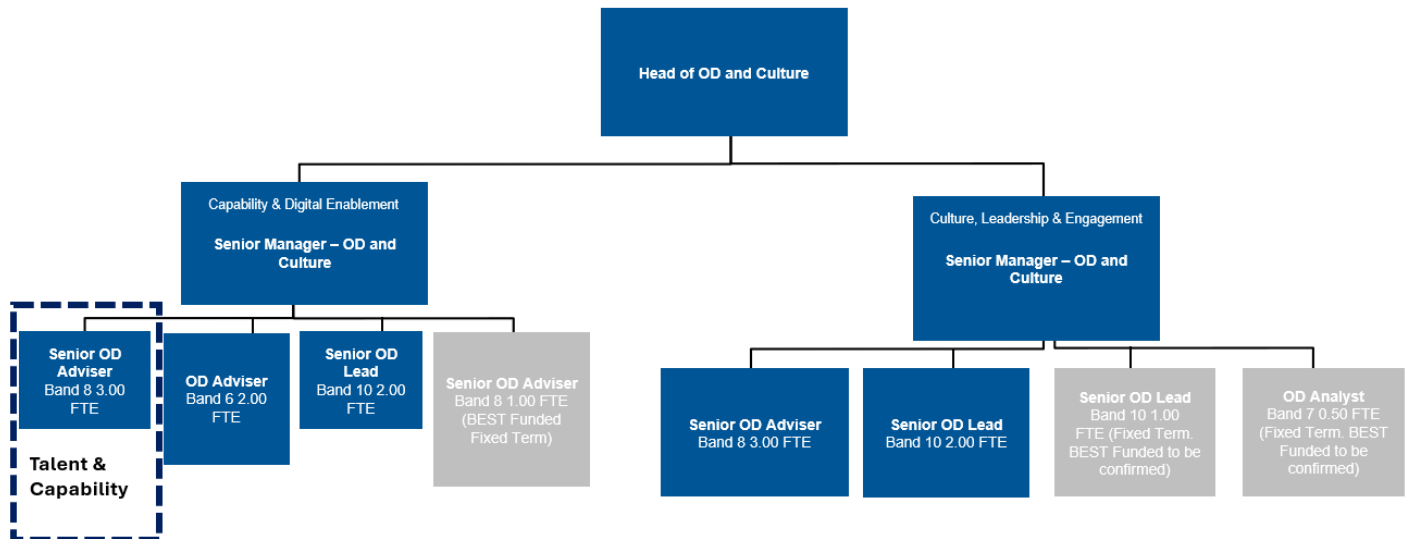
From June 2026, we work in a more agile way, triaging our work to collaborate on and deliver priority projects and organisational challenges, allowing us to respond flexibly to emerging needs while maintaining focus on the areas that will have the greatest impact.

All members of the team (including this role) will retain and utilise a generalist OD practice to enable us to work across any of our projects or initiatives.

Where This Role Fits

This role sits within our Capability & Digital Enablement practice, which focuses on:

- capability development
- learning ecosystem
- digital learning & digital confidence
- talent & progression
- DEI equity, data & compliance (including statutory reporting)
- employee experience (the EX lifecycle, digital touchpoints)
- organisational insight systems



What you'll be doing

This role combines specialist expertise in talent and capability development with the ability to apply an organisational development perspective to capability challenges.

Your primary focus will be strengthening workforce talent and capability by translating agreed organisational and workforce priorities, talent needs and identified skills gaps into practical learning, development and capability solutions. You will lead and deliver work across the following areas:

Talent & Capability Development

- Design and deliver talent, succession and capability interventions aligned to organisational priorities.
- Support the development of capability pathways, career development approaches and targeted development programmes.
- Translate identified skills and capability gaps into proportionate development responses.
- Support managers to identify, develop and retain organisational capability.
- Contribute to emerging talent, career development and workforce capability initiatives.

Change & Capability Enablement

- Support change through readiness, capability and reinforcement interventions.
- Facilitate conversations that help managers and teams make sense of and apply change.
- Develop practical tools and guidance to embed new ways of working.
- Build manager confidence and capability during change.
- Help translate OD activity into sustainable workplace practice.

Organisational Development Contribution

- Work collaboratively with colleagues across the OD & Culture team to support wider organisational priorities.
- Contribute a learning and capability perspective to change, improvement and transformation activity.
- Build strong relationships with leaders and managers to understand talent, learning and capability needs and recommend appropriate interventions.
- Help ensure learning and development activity supports strategic workforce and organisational objectives.

Working Relationships

You will work closely with:

- Colleagues across the OD & Culture team
- Strategic People & Culture Partners
- Service managers and subject matter experts
- Transformation and programme teams
- Leaders and managers across Northumberland County Council
- External suppliers and learning partners

What We're Looking For

- Strong experience in talent development and succession planning.
- Specialist knowledge of talent, career development or workforce capability approaches.
- Experience of organisational capability and skills development.
- Proven ability to support change readiness, adoption and reinforcement.
- Ability to use workforce data, insight and feedback to identify capability and talent needs, evaluate interventions and measure impact.
- Organisational Development & Consulting Skills
- Experience working with stakeholders to understand talent and capability needs.
- Ability to translate organisational challenges into practical interventions and support.
- Strong communication and influencing skills.
- Confidence building relationships with managers, leaders and subject matter experts.
- Experience working within large, complex organisations.

Your Ways of Working

- Collaborative and relationship focused.
- Comfortable managing multiple priorities and projects.
- Curious, adaptable and solutions focused.
- Organised, pragmatic and delivery oriented.

Personal Qualities

- Curious about people, capability and organisational performance.
- Practical and solutions-focused.
- Confident working through ambiguity and change.
- Evidence-led and focused on delivering measurable impact.
- Passionate about helping colleagues develop, grow and perform at their best.

Why Join Us?

- This is a newly created role with the opportunity to shape the future of talent, capability and organisational development across the Council.
- Help build the capability, skills and confidence needed for colleagues to succeed.
- A supportive OD & Culture team of experienced professionals.
- Opportunities to contribute to high-profile organisational and transformation projects.
- Scope to influence how learning, capability and development are delivered across the organisation.
- Clear opportunities for professional growth and development.
- Attractive local government benefits including generous annual leave, pension scheme, agile working and wellbeing support.