



Person Specification			
Post title	Organisational Development Graduate Employee Experience	Grade	G / £31,067 - £32,654 per annum

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Good project management skills and IT skills.	CV/SS
S2	Ability to analyse data in a clear and coherent way and produce reports regarding analysis	CV/SS/I
S3	A passion for Organisational Development and Employee Experience	CV/SS/I
S4	An understanding of Knowsley as a place	CV/SS/I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
Communication		
C1	Good communication, influencing and facilitation skills	CV/SS/I/P
Qualifications		
Q1	Recent university degree (gained within the last 2 years) or CIPD Level 3 (or relevant equivalent experience)	CV/SS, C
Q2	Willingness to study for CIPD Level 5	CV/SS

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

May 2025





Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Attitudes to use of authority and maintaining discipline

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

May 2025

