**Welcome from the Assistant Director, Human Resources**

Dear candidate,

Thank you for considering joining our team. Salford really is no Salfordinary city - our vision is to create a better and fairer Salford for everyone underpinned by our organisational mission ‘to create the best quality of life for the people of Salford.’ You will be joining us at an exciting time as we embark upon the next phase for transforming how we do things through maximising digital technologies and new ways of working.

Our city has changed dramatically in recent years and now really is Salford’s time. HR & OD are positioned at the heart of this, supporting new ways of working, change and public service reform through our ‘Salford Way’ methodology which is designed with stakeholder engagement and co-design at the heart. People focussed and values based that’s the Spirit of Salford. We are developing a culture that encourages innovation, flexibility, learning, and empowerment; that gives people the permission to make decisions that are in the best interests of our citizens; one that creates the environment where everyone feels inspired and empowered to lead positive change.

Public service reform is changing the ways in which organisations like ours deliver their services to meet the expectation of our citizens who should expect services to be available when and where they need them. We are putting place-based working and integrated delivery at the core of how we deliver services to our residents.

Alongside this, the nature of how we work is changing as we move towards more place based delivery in our communities. The ability to be agile and work from where the activities that you are working on that day need you to be is now key. We’re shifting from traditional ‘office based’ working and due to digital advances, being cloud based means people can work anywhere, anytime.

These new ways of working require an ever increasing use of digital technologies, digital approaches, the need for a digital mind-set and new behaviours to maximise the opportunities of working in this way. We recognise that we need to support our people to maximise the opportunities that new technologies and new ways of working through [My]Work our approach to smart working and the roll out of Windows 10 across the organisation bring. We need to invest in developing the digital skills and behaviours of our people to do so.

At Salford we’ve developed a different way of mobilising people to deliver change programmes through squads, this is a great way of pulling the right people together to deliver specific pieces of work in an agile way.

This post will sit within the HR & OD team and will be an integral part of the enabling squad who will be supporting the implementation and rollout of Liquidlogic, a new digital platform for children and adults services which includes how digital technologies can enable people to work in different ways to deliver better outcomes for our citizens.

You will play a key role in this by working side by side with services, ensuring those impacted by change are fully involved and co-design new ways of working that benefit our citizens as the result of the introduction of new digital technologies, especially with the implementation of Liquidlogic. You can find out more about the role including the key outcomes in the role profile attached.

The Spirit of Salford is tangible and our values of pride, passion, people and personal responsibility capture this spirit and expectations of the city and they inform the way we operate. The values have been developed to underpin the way we work they influence our choices, behaviours, how we make decisions and transform services. Our values describe the personal qualities every employee is expected to demonstrate when carrying out their role. Putting the values in to practice across the whole organisation creates a supportive environment which allows us ‘to be the best we can be’. These values are central to the way we communicate about the council and the way in which we behave with colleagues, customers and partners.

If you would like to be part of this exciting transformation programme, demonstrate the Spirit of Salford and connect with our values; and believe you’ve got the right skills for the role we look forward to receiving your application.

Yours sincerely

Sam Betts

