



Head of Organisational Development & Culture

Based in the City of London and remotely

Salary: £60,000 - £65,000 per annum
Plus £7.5% company pension contribution
A travel allowance of £2,500 per annum
Hybrid working arrangements
Discretionary Bonus

Lead CISI's organisational development, talent, and culture transformation agenda to create a high-performing, inclusive workplace that exemplifies professional excellence. This role will modernise our approach to performance, learning, and ways of working while strengthening our position as an employer of choice in the professional body sector.

The main responsibilities are:

Culture & Performance Transformation

- Design and implement CISI's cultural transformation strategy, aligning organisational behaviours with our professional standards and values
- Modernise the performance management framework to drive high performance while maintaining professional integrity
- Develop and implement innovative approaches to hybrid working that enhance productivity and employee experience
- Lead the design and delivery of employee engagement initiatives, including surveys and action planning

Talent & Leadership Development

- Create and implement a comprehensive talent strategy that builds capabilities needed for CISI's future
- Design and deliver leadership development programmes that strengthen CISI's management capability
- Establish succession planning frameworks for critical roles, particularly in specialist areas
- Develop early careers programmes (Graduate, Apprenticeship, Internship) that align with CISI's commitment to professional development
- Build learning pathways that incorporate CISI's own professional qualifications where relevant

Organisational Effectiveness

- Lead organisational design initiatives that enhance CISI's ability to serve members and stakeholders
- Implement change management methodologies that support CISI's digital transformation
- Design and deliver interventions that improve cross-functional collaboration and decision-making
- Develop metrics and analytics to measure the impact of OD initiatives

DEI Strategy & Implementation

- Lead CISI's DEI strategy, ensuring it reflects our role in promoting inclusivity in financial services
- Design and implement programmes that build an inclusive culture and diverse workforce
- Partner with external organisations to enhance CISI's DEI positioning in the sector

Innovation & Best Practice

- Keep abreast of emerging trends in organisational development and ways of working
- Pilot innovative approaches to learning, performance, and engagement
- Build external networks to bring best practices into CISI
- Support the CPO in strategic planning and organisational initiatives

The following skills and experience are required:

Experience

- Minimum 5 years' experience in senior OD roles, with demonstrable impact on organisational performance
- Track record of successful culture transformation and change management
- Experience in modernising performance management systems and ways of working
- Strong background in leadership development and talent management
- Experience working with professional or regulated organisations preferred
- Experience in a Global business desirable but not essential

Knowledge & Expertise

- Deep understanding of organisational development theory and practice
- Strong knowledge of modern performance management approaches
- Expertise in culture change methodologies
- Understanding of professional body or financial services context beneficial
- Knowledge of digital learning and engagement platforms

Skills & Capabilities

- Outstanding facilitation and stakeholder management abilities
- Strong diagnostic skills and ability to design effective interventions
- Excellent project management and implementation capabilities
- Data analysis and insight generation skills
- Innovation mindset with practical implementation skills
- Strong influencing and communication abilities

Qualifications

- Master's degree in OD, HR, or related field, or
- CIPD Level 7 qualification or equivalent
- Relevant OD certifications (e.g., change management, psychometrics) (desirable)

Success Measures

- Improved employee engagement scores
- Successfully implemented modern performance management framework
- Enhanced leadership capability measures
- Positive culture change indicators
- Successful delivery of talent development programmes
- Improved organisational effectiveness metrics

We offer a competitive remuneration package, which includes:

- 7½% company pension contribution into a personal pension, in addition to your own contribution of 1½% via salary exchange
- Life insurance and income protection insurance
- A Wellness Allowance of up to £30 a month
- 25 days annual leave and additionally the Institute closes for three days between Christmas and New Year.
- A travel allowance after passing probation which has a value of £2,500 per annum
- Hybrid working arrangements.

Please send your CV, salary expectation and availability to HR at hr@cisi.org

Candidate Adjustments

At CISI we encourage applications from a neurodiverse workforce so please do reach out to HR@cisi.org to discuss reasonable adjustments if required.

Our London office is open plan with agile desk booking; however, we are able to arrange reasonable adjustments for candidates that require a fixed working space.

We value the contribution that employees with different views and experience bring to the Institute and are committed to promoting equality, inclusion and diversity. We hope to receive applications from a wide range of talented people irrespective of their race, religion or belief, gender, age, gender identity, neurodiversity, disability, sexual orientation, ethnic origin, political belief, social class, relationship status or caring responsibilities.

The Chartered Institute for Securities & Investment is the leading professional body for securities, investment, wealth and financial planning professionals. Formed in 1992 by London Stock Exchange practitioners, we have a global community, which aims to promote high standards of competence and integrity to more than 40,000 members in 116 countries. We are also the main examining body for the sector, offering our internationally recognised exams globally.

Its purpose is "*To champion lifelong learning and integrity, raising individual standards of knowledge, skills and behaviour globally to enhance public trust and confidence in financial services.*"

For more information on the CISI, please see our website at www.cisi.org