



Creating great homes together

Role Profile

Position

Director Of Organisation Capability

Reporting to

Chief Executive

What you can expect

We're a magnificent place to work, where talented and ambitious people enjoy rewarding, purposeful and fulfilling careers in an inspirational environment.

- An opportunity to join an ambitious and vibrant executive team led by a truly inspirational leader
- Be part of an organisation where talented and ambitious colleagues enjoy rewarding and fulfilling careers
- To be able to have a significant impact on achievement of Magna's ambitious plans to be "Beyond the Best" in 10 years
- A six-figure package including up to 8% matched pension and up to 6 weeks holiday entitlement
- At Magna, we are committed to your growth and professional journey. We offer ample opportunities for further training and development, empowering you to excel in your career. Our comprehensive benefits package underpins our commitment to your well-being and includes a generous Pension Scheme, Health Care Cash Plan, Wellbeing Portal and Employee Assistance Program. These resources are designed to support both your mental and physical health, ensuring your success in both personal and professional aspects of life.
- We actively support our local communities and encourage employee involvement by offering one paid day per year for volunteer activities alongside access to Credit Union facilities and Colleague Voice. You will also benefit from Company Sick Pay and a competitive annual leave entitlement, which increases progressively with your length of service over the first five years.

What you are known for

- A strategic mindset, able to think broadly and contribute to the wider Magna Strategy
- Able to influence at all levels within the organisation, inspiring trust and respect with colleagues and stakeholders
- A drive for outstanding customer service and a high-performance culture
- Demonstrates a passion for identifying and stretching other people's talents and has a strong self-development orientation
- A highly effective communicator who has empathy and behavioral insight to develop rapport with people both on a one-to-one basis and in larger groups
- A visible, confident energetic leader, prepared to lead from the front and drive the People Agenda
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What you take care of

- Leading, driving and embedding Magna's Transformation Programme
- Delivering an engaging People agenda ensuring the People strategy is fully aligned with the business Strategy
- Design and implementation of an Agile Working Strategy ensuring Magna is at the forefront of flexible working practices
- Embedding customer focussed initiatives, processes and policies leading to Magna's reputation with Customers as being "Beyond the Best"
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What you need to be successful

- Experience of successfully leading an organisation through a major cultural transition period
- Experience of implementing a digital transformation strategy
- Remuneration Committee experience providing advice and recommendations on best practice benchmarking and incentives schemes to the Board
- A strong track record of creating and embedding innovative people solutions
- Preferably qualified degree with a professional qualification

Qualifications required

Applicants with transferrable skills are encouraged to apply.

- Approved: