

Senior Competence and Standards Specialist



> Central services > Human Resources

What's it all about

competence, behaviours and capability as they relate to our corporate strategies and values as well as current and emerging legislative, regulatory and professional requirements.

You will provide assurance and expert advice across NHG on what competence "looks like" now and in the future – translating complex external requirements into clear, practical expectations for roles, organisational design, workforce plans, learning pathways and talent decisions.

Working in close partnership with HR Business Partners, People Development, Talent Acquisition and senior leaders, you will ensure that legislative competence requirements are understood, embedded and sustained across roles, structures and the workforce, enabling NHG to deliver safe, high-quality services and meet statutory obligations.

How you'll make a difference

Working with colleagues across the People directorate, you will strengthen organisational resilience, regulatory assurance and service quality by ensuring that:

- roles, structures and career pathways reflect clearly defined competence and behavioural requirements;
- colleagues are recruited, developed and retained with the right skills, knowledge and judgement for their roles;
- learning and development activity is targeted, future focused and that regulatory need is prioritised;
- leaders have confidence that workforce competence risks are understood

How you'll do it

- Act as the lead partner and adviser on workforce competence and behavioural requirements arising from legislation, regulation and professional standards, including interpreting new and forthcoming

requirements and assessing their people impact.

- Maintain a clear organisational view of current and future competence risk, working with HRBPs and the business to identify gaps, priority roles and mitigation plans.
- Contribute a competence lens to workforce and succession planning, ensuring future people plans reflect emerging legislation, regulatory change and capability needs.
- Develop, maintain and oversee frameworks, tools and guidance that support consistent understanding of competence, behaviours and regulatory accountability across NHG.
- Analyse data, insight, feedback and external research to identify trends, risks and opportunities, making evidence-based recommendations for improvement.
- Partner with HR Business Partners to embed competence and regulatory requirements into:
 - role profiles and job families
 - organisational design and structures
 - workforce and succession planning
 - performance, conduct and capability approaches
- Work closely with the People Development team to:
 - translate regulatory and competence requirements into learning strategies and development pathways
 - help shape interventions that support colleague upskilling, re-skilling and ongoing professional competence
 - ensure development activity is evaluated for impact and assurance
- Partner with the Talent Acquisition team to:
 - ensure attraction strategies and job adverts reflect competence and accountability requirements
 - support the design and quality assurance of assessment and selection methods
 - improve NHG's ability to assess competence, judgement and behaviours at entry level
- Build strong relationships with internal stakeholders and external partners (for example regulators, professional bodies, learning providers) as required.
- Ensure that all work aligns with organisational values, DE&I principles and statutory

obligations, and that you remain up to date with relevant internal policies and procedures.

- Engage as a key stakeholder in the corporate learning needs analysis and the development, implementation and evaluation of the medium- and long- term learning strategies across NHG.
- Ensure that you follow and keep up to date with all relevant NHG and statutory policies and related procedures including health and safety and financial regulations.
- Hybrid arrangements - at least three days a week in an office.

All about you

Our values

We succeed together

By working as one and respecting diverse perspectives, we support each other to consistently deliver better outcomes for our residents and communities.

We keep our word

We do what we say we will do, and act with integrity and ownership to build trust and provide the high-quality service people expect from us.

We do better every day

We are always looking for better ways to work and raising standards and strengthening communities through continuous improvement.

Essential knowledge, experience and skills

- Significant experience working in a complex, regulated environment with strong accountability for workforce competence, conduct or compliance.
- Deep understanding of how legislation and regulation translate into people requirements, including competence, behaviours, skills, knowledge and ability/fitness to practise.
- Proven experience of partnering with HRBPs and senior stakeholders to shape roles, structures, workforce plans or talent strategies.
- Strong working knowledge of legislation and regulations impacting one or more regulated domains (eg. housing management, construction, building safety, finance), with the ability to apply learning across different regulatory contexts.
- Experience creating organisation-wide competence, conduct and development frameworks.
- Strong analytical capability, with the ability to interpret data, identify risk and generate insight for decision-makers.
- Excellent communication and influencing skills, with confidence to translate complex requirements into practical, accessible guidance.
- Excellent IT skills including MS Office, Power BI, HR information systems and Learning management systems.
- CIPD Level 5, or equivalent demonstratable experience.
- Desirable: Experience designing assessment, selection or assurance approaches related to competence.
- Desirable: Experience designing or commissioning learning and development initiatives related to competence.