



Head of Talent and Performance

Working better together
for our residents

> People Directorate > People Development

What's it all about

As a senior leader reporting to the People Development Director, you will be responsible for shaping and delivering a talent development service that enables NHG to perform at its best for our residents.

How you'll make a difference

Focusing on talent development across NHG, you will lead the development of leadership and management capability, strengthen early careers and internal mobility pathways, and oversee the frameworks that embed NHG's values and support a consistent, values-aligned performance culture. You will ensure NHG builds strong leadership pipelines, develops high-potential colleagues, and maintains an employer-of-choice proposition that enables the successful delivery of our People Strategy.

How you'll do it

You will work collaboratively with the people directorate leadership team and directors and other senior colleagues throughout NHG, ensuring alignment between people and business priorities.

Your work will include, but is not limited to, the provision of:

Leadership and delivery

- Lead the development of a forward-looking talent, leadership and performance development offer, ensuring it aligns to NHG's organisational objectives and supports consistent, high-quality services for residents
- Lead a team of c. 3 colleagues ensuring clear priorities, coaching, development and strong people leadership
- Manage the Talent & Performance budget, ensuring investment delivers measurable organisational impact and value for money
- Act as a senior adviser on leadership development, management capability, early careers, apprenticeships and

high-performance development, ensuring these areas embed NHG's values and support a consistent, values-aligned performance culture

- Ensure HR insights, workforce metrics and talent data are used to inform decision-making, guiding prioritisation and organisational interventions
- Work collaboratively with colleagues across the People Directorate, ensuring talent, leadership and performance activities complement the wider People Strategy

Leadership development and management capability

- Lead the development of NHG's leadership development offer, ensuring it strengthens leadership capability, embeds NHG's values and supports a consistent, values-aligned performance culture
- Oversee the design and delivery of management and change capability programmes, ensuring they are high-quality, evidence-based and aligned to organisational needs
- Lead NHG's approach to coaching and mentoring, ensuring appropriate frameworks, tools and development pathways are in place to support leaders and managers

Performance culture

- Lead NHG's performance management framework, ensuring it embeds NHG's values, sets clear behavioural expectations and supports a consistent, values-aligned performance culture across the organisation
- Lead the embedding of NHG's values through the performance framework, ensuring leaders and managers apply expectations consistently and confidently
- Work collaboratively with internal and external strategic partners (e.g., HR Partnering, Centres of Excellence, key contractors) to strengthen a performance

and values-led culture that supports excellent resident outcomes and aligns with NHG's People Strategy

Early careers and apprenticeships

- Lead NHG's early careers and internal mobility strategy, ensuring clear pathways that support progression, capability development and future workforce needs
- Oversee the development and delivery of NHG's early careers and apprenticeship programmes, ensuring they are high-quality, inclusive and aligned to organisational priorities.
- Oversee the management of apprenticeship providers and ensure the apprenticeship levy is used effectively, ensuring value for money and strong development outcomes

Talent management and succession planning

- Lead NHG's talent management and succession planning approach, ensuring clear and inclusive pathways that support progression, leadership development and future workforce needs
- Oversee the development of high-potential programmes and talent pipelines, ensuring they build capability aligned to NHG's values and long-term organisational priorities
- Lead the design and governance of NHG's talent review approach, ensuring consistent identification of potential, robust succession planning discussions and effective follow-through on development action

All about you

Essential knowledge, experience and skills including qualifications and professional membership

- Proven experience in a senior talent, leadership or performance-focused role, ideally within a complex organisation

- Demonstrable experience of influencing senior leaders and leading teams to deliver talent, leadership and performance development initiatives that achieve measurable organisational impact
- Strong experience in leadership development, management capability uplift and embedding behavioural and performance expectations aligned to organisational values
- Significant experience in talent management, succession planning and high-potential development
- Experience in developing or overseeing early careers and apprenticeship strategies
- A track record of driving or embedding a high-performance, values-aligned culture across an organisation

Skills & Attributes

- Strategic thinker with a strong grasp of operational delivery, confident, resilient and able to navigate ambiguity
- Strong leadership and people management skills
- Strong relationship-building skills and professional presence with senior stakeholders
- Data-driven decision-maker with commercial acumen
- Committed to equality, diversity, inclusion and wellbeing
- Exceptional written and oral communication skills

Qualifications

- CIPD Chartered Member or equivalent experience/qualification
- Accreditation in, or strong understanding of, leadership, behavioural or psychometric assessment tools is an advantage