

Human Resources Business Partner

Grade

E

Director of People



Head of HR and L&D



People Operations Manager



HR Business Partner

Department

People Plus ➡ Human Resources

Role Overview

To work closely in partnership with an allocated business area, supporting operational leaders with all employee related matters, providing proactive HR support, advice, and guidance to add value to decision making.

Support the delivery of the business plans, providing a professional advisory service utilising strong and up to date employment law knowledge and in accordance with Group procedures.

RESPONSIBILITIES

- Lead on and deliver innovative initiatives and a solution focussed approach to all HR activities, translating the business strategy into action to improve performance and achieve strategic objectives.
- Ensure organisation design remains 'fit for purpose' with regular consideration of new ways of working, horizon scanning of new HR trends and industry best practice
- Deliver an effective and collaborative business partnering approach within the allocated business areas to support them in embedding their people management related responsibilities, in a way which ensures the values and behaviours of Your Housing Group are maintained
- Support the People Operations Manager and Head of HR in the delivery of the People Plan
- As part of the wider HR team, support the facilitation, as appropriate, of resource, talent and learning processes with the customer group
- Drive the transfer of transactional HR activities to line managers, developing and empowering line manager capabilities through providing them with the relevant tools, coaching and training to self-serve as appropriate

Our values



PASSION



PRIDE



CREATIVITY



ACCOUNTABILITY

- Deliver regular key HR metrics reports to leaders and implementing action planning initiatives with managers in response to the data
- Drive the talent management and succession planning strategy, working closely with Learning and Development Business Partners to unlock talent and enable employees to reach their potential
- Lead on the ongoing review of HR processes and policies
- Ownership and accountability for complex case management of Employee Relations issues within the business areas
- Develop and maintain partnership working relationship with recognised trade union representatives
- Develop, coach and support Employee Relations Advisor
- Undertake additional duties appropriate to the role and/or grade.

STRENGTHS

- Experience of operating across a multi-site organisation
- Exposure to multifaceted and complex Employee Relations issues
- Experience of supporting the delivery of complex people change initiatives
- Flexibility in approach to work and the ability to perform under pressure
- A proven track record operating as a HR generalist
- Service orientated with a commercial focus
- Capability to prioritise and manage a variety of competing demands
- Ability to work autonomously with minimal supervision
- Ability to develop a business partnering approach to the delivery of HR services
- Ability to prioritise appropriately and deliver work on time and to a high standard

ESSENTIAL REQUIREMENTS

- Extensive experience working in a HR environment providing day to day advice, support, and application
- Good strong working up to date knowledge of UK employment law and EU legislation, including TUPE.
- Strategic planning and business management knowledge
- Sound judgment able to recognise potential risk and cases that may require escalation
- CIPD level 5 Qualification
- Relationship management skills at managerial and stakeholder level
- Ability to challenge constructively and good judgement on seeking support and/or escalating difficult or complex issues in a positive manner
- Problem solving and analytical skills for producing and evaluating business metrics

BENEFICIAL TO THE ROLE

- MCIPD/Masters in HR
- Project Management skills
- Experience or working in a Unionised environment
- People Management skills

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