

HR Business Partner – 18 month contract

Location North East | **Salary** Competitive salary plus benefits

Overview

We are working with a successful, national organisation to recruit an experienced HR Business Partner initially on fixed term basis for a period of 18 months. Although not guaranteed, the role could be extended if not made permanent. The role will be integral in driving the delivery of HR strategies and broader business objectives.

This role will suit an experienced HR Business Partner or HR Manager who thrives in a commercial environment subject to positive change and growth. The role will be based predominantly on site in Sunderland.

Job Description

Reporting to the HR Lead, main accountabilities include:

- Management of all HR activity at operational and strategic levels within a commercial environment.
- Demonstrate excellent business partnering skills to deliver a strategic, client focussed and high-quality HR service through the provision of best practice advice and guidance.
- Contribute to the strategic HR direction and support to stakeholders and employees to maximise overall employee contribution to the achievement of business objectives.
- Work with the HR Lead in developing strategies to support the business through change management and transformation initiatives.
- Review and develop People Policies and Procedures in line with legislation changes.
- Management of Employment Relations cases including disciplinaries, grievances, absence management and change management programmes.
- Coach and lead a small HR team.
- Drive a positive and proactive culture across the employee group to ensure the organisation achieves and sustains a great place to work.
- Review, analyse and utilise key HR metrics and data to drive strategic decision making across all HR related activities.
- Keep up to date with relevant market insights and trends to ensure the organisation remains a market-leader.

Person Specification

The successful candidate will need to be able to:

- Demonstrate strong commercial business acumen.
- Successfully coach; inspire and engage stakeholders at the senior level.
- Lead on key HR projects and communications.
- Lead on operational change management and organisational development programmes.
- Be approachable and engaging with people at all levels across the organisation.

Contract Length

18 month fixed term contract. Although not guaranteed, the position could be extended if not made permanent.

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