

HR Business Partner

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

Overview

Our client is a highly successful and expanding organisation operating within the professional services sector headquartered in the Sunderland area.

As an ambitious and innovative market leader, they are driving forward through a period of substantial growth. To support their ongoing success, they are seeking to appoint an experienced HR Business Partner to drive the people agenda in alignment with the wider business strategy. This newly created position will sit within an experienced and well-established HR team.

Job Description

Reporting into the Chief People Officer, role 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.
- 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.
- Work with the Chief People Officer in developing strategies to support the business through change management and transformation initiatives.
- Take an active role in acquisition activities by managing TUPE processes.
- 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.

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 an effective coach and mentor to members of the HR team.

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.

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