

People Business Partner

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

Overview

Our client is a successful, reputable organisation headquartered in the Newcastle area. An innovative, market-leader in their field, the organisation continues to grow and expand its operations nationwide.

To support this continued success and growth, an excellent opportunity has arisen for the appointment of a People Business Partner who will work as part of the People team to support the people agenda in alignment with overall business strategy.

Job Description

Reporting into the Head of People, role accountabilities include:

- Management of all HR activity at operational and strategic levels within a commercial environment.
- Develop strong relationships with the leadership teams to ensure a cohesive and consistent HR service is achieved.
- Support the Senior HR team in growth by acquisition activities by managing TUPE processes.
- Review and develop People Policies and Procedures in line with legislation changes.
- 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.
- Work with the Senior HR team in developing strategies to support the business through change management and transformation initiatives.
- Lead of a variety of HR projects.
- Management of Employment Relations cases including disciplinaries, grievances, absence management and change management programmes.
- Provide senior management with relevant advice and guidance on all HR related initiatives including Performance Management, Talent Development and Training.
- Line manage and mentor a People Advisor.

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.

This role will suit an experienced HR professional with a natural Business Partnering style who has previously operated at the Senior HR Advisor or HR Business Partner level within professional and commercial environments.

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