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HR RECRUITMENT

Senior HR Business Partner – 12 month contract

Location North East | **Salary** £50,000 - £55,000 per annum plus excellent benefits

Overview

An exciting opportunity has arisen to join a well-established and highly regarded industrial business as a Senior HR Business Partner on an interim basis for a period of 12 months. Working as a trusted advisor to senior leaders, you will shape and deliver a people strategy that supports organisational performance, change and growth over the course of the next year.

The organisation is undergoing a period of significant change and development. The role of Senior HR Business Partner will play a pivotal role in driving the people agenda, ensuring HR initiatives support both operational excellence and long-term business success.

Job Description

Reporting to the HR Lead, main responsibilities include:

- Partner with business leaders to shape and deliver people strategies that support operational priorities, organisational growth and commercial success.
- Provide guidance and support to people managers helping to build leadership capability and drive a high-performance culture.
- Influence and support leaders through complex people matters ensuring balanced, commercially focused and risk-aware decision-making.
- Build effective relationships with employee representatives and key stakeholders to foster positive employee relations and engagement.
- Lead organisational change initiatives including workforce planning, restructures and transformation programmes.
- Support the attraction, development and retention of talent, ensuring the organisation has the capability required to meet current and future demands.
- Drive initiatives that enhance employee engagement, wellbeing and organisational culture.
- Coach and challenge leaders on performance, talent management and succession planning to strengthen leadership capability.
- Lead continuous improvement projects that enhance people practices, increase efficiency and deliver measurable business value.
- Utilise people data and workforce insights to identify trends, inform decision-making and support strategic workforce planning.

Person Specification

The successful applicant will:

- Have a proven track record of delivering a high standard of HR service from within a commercial or industrial environment.
- Have expertise in employment law best practice.
- Be knowledgeable in organisational change management including restructures, redundancies and TUPE.
- Have proven experience at the HR Business Partner, Senior HR Business Partner or HR Manager level.
- Be a strong communicator and able to work with stakeholders at all levels.
- Be able to commit to a 12 month fixed term contract.

The role is predominantly site based in the Washington area offering 1 day working from home per week. Salary is up to £55,000 per annum plus excellent benefits.

Contract Length

12 month fixed term contract

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