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HR RECRUITMENT

Senior People Business Partner

Location North East | **Salary** Up to £57,000 per annum DOE plus excellent benefits

Overview

Our client is a recognised leader in its field and is seeking an experienced Senior People Partner to lead a small, high-performing team and deliver a proactive, commercially focussed People Partnering service. Partnering with senior key stakeholders, the position will drive people initiatives, support operational HR delivery and help achieve strategic business objectives.

Job Description

Reporting to the Head of People, main accountabilities include:

- Work as part of a high performing team to support the delivery of all HR activity at operational and strategic levels within a fast paced and fast changing environment.
- Lead the development and embedding of an effective People Partnering model, ensuring service consistency and clear accountability across the function.
- Provide HR direction to the People Partnering function acting as a coach and mentor to support in their development.
- Effectively partner with senior stakeholders building trusted relationships and providing strategic and operational HR advice.
- Work closely with senior stakeholders to deliver effective people solutions that support organisational goals and maximise performance.
- Lead a variety of HR projects across a multitude of HR areas including: Change Management; Organisational Review and Design; and Cultures and Values.
- Personally manage escalated, complex employee relations matters including: Disciplinary and Grievance; Capability; and Performance Management.
- Proactive engagement and influence with stakeholders throughout change management activities.
- Lead continuous improvement activities and a suite of selected HR projects.

Person Specification

The successful candidate will be:

- Commercially focussed and committed to supporting the business with their objectives.
- Be a credible HR practitioner with the ability to coach and influence across all stakeholder levels including Director.
- Have demonstrable experience of working as a strategic Business Partner in delivering a value-added HR service.
- Proven experience of developing HR initiatives.
- Proven experience of delivering a variety of HR transformation projects and programmes.
- Be able to work collaboratively with the wider HR team and provide mentorship to People Partners and People Advisors.

The role is offering a salary of up to £57,000 per annum plus excellent benefits. Candidates must be based local to their Head Office in Newcastle although flexible, hybrid working is on offer.

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