

Job Title: Senior HR Business Partner Reports to: Executive Director of People		Business: People Responsible for: N/A		Tier: 4 (T)	
<p>Purpose of role: Support business areas in achieving their corporate objectives, with a clear understanding of business priorities, providing informative data and analysis to inform decisions and supporting all organisational change. As part of the wider HR Management team, ensure effective and pro-active services are delivered across the business, horizon scanning best practice on people management including relevant employment law changes, whilst supporting corporate and colleague initiatives.</p>					
Responsibilities			Skills/Experience		
<p>Business Partnering With an in-depth knowledge of your allocated business area, be a trusted business partner with the ability to inform and support their business objectives and guide their People Plans. Provide technical expertise on escalated employee relations with ACAS or Tribunal matters, working with external legal advisors, providing assurance to the Executive Team. Where required, support, in conjunction with the Advisory team, on complex people issues, to seek resolution and mitigate risk.</p> <p>Change Management and Organisational Design Provide expertise on organisational change projects and initiatives, providing an overview of all organisational change across the business and taking the lead to support business areas with organisational design, minimising employment risks associated with change. Develop and maintain effective relationships with key stakeholders, including colleague forums as required. Work in partnership with the Reward & Engagement Manager and Resourcing & Telent Manager on aspects of future roles and recruitment needs. Track success measures to ensure organisational change is embedded and any further interventions are implemented to deliver the desired outcomes.</p> <p>People KPI's Collaborate across the HR team to ensure oversight of people performance for your dedicated business area. Proactively report on insight and analysis of all people data, highlighting any trends in performance and/or behaviours across the business to inform and support decisions, providing proposed solutions to mitigate risk and improve performance.</p> <p>Corporate Responsibility Play an active role in corporate forums as required such as OLT, Health & Safety and support the implementation and embedment of wider corporate initiatives and colleague communication. Proactively horizon scan on people management best practice, HR policy framework and provide employment law updates as appropriate to the Executive Team and wider business.</p> <p>Partnership Working Identify, build, and develop an extensive network of internal and external partnerships, acting as an ambassador for Onward. As a member of the HR Management team, you will work proactively and collaboratively on continuous improvement. Collaborate with colleagues or stakeholders on business projects that support our People Strategy.</p>			<p>Essential:</p> <ul style="list-style-type: none"> • Experience of working in a shared service environment, with a strong emphasis on great customer service and collaborating with business areas. • Excellent working knowledge of Employment Law and best practice • Significant experience of working in HR and handling complex employee relations matters and complex organisational change. • Proven experience and delivery of TUPE, mergers & acquisitions. • Experience in change management, demonstrating effective project management skills, whilst minimising employment risk to the business. • Strong and confident communicator with the ability to influence others. • Experience in analysing and evaluating data and people insight with options for action to reach sound conclusions. • Experience of multi-site & disciplinary environment • Excellent oral and written communications • Excellent knowledge of Microsoft Office <p>Desirable:</p> <ul style="list-style-type: none"> • Relevant sector experience 		
Values			Qualifications		
<p>Our Values of Respect, Creativity and Excellence are a key element of our organisational culture. They set out our expectations and are an integral part of all our roles. We are:</p> <p>RESPECTFUL to our customers and each other</p> <p>CREATIVE in our approach and ambition</p> <p>EXCELLENT at delivering meaningful services to our customers</p>			<p>Essential:</p> <ul style="list-style-type: none"> • CIPD Qualified or equivalent experience 		
Values			Other		
Our Values of Respect, Creativity and Excellence are a key element of our organisational culture. They set out our expectations and are an integral part of all our roles. We are:			A Full UK Driving Licence and access to your own car		Yes
RESPECTFUL to our customers and each other CREATIVE in our approach and ambition EXCELLENT at delivering meaningful services to our customers			Mobile working required		Yes
RESPECTFUL to our customers and each other CREATIVE in our approach and ambition EXCELLENT at delivering meaningful services to our customers			Other		

You are also required to undertake any other duties including Health & Safety and compliance within your capabilities as maybe reasonably required