

JOB DESCRIPTION

Job Title	HRBP – South / North / Wales and South West
Reports to	Head of HR Operations
Job Purpose	Reporting to the Head of HR Operations, the HRBP will be the link between the People Team and Managers, work in partnership with the respective Operations Directors and Head of Area Operations to deliver the people plan in line with the business strategy.
Key Deliverables	<p>Analyzes trends and metrics in partnership with the operations function to drive performance and develop resolutions and actions.</p> <p>Build and maintain visible and meaningful working relationships with internal and external stakeholders and partners including but not limited to People Functions such as Recruitment & L&D, Finance Business Partners and New Developments.</p> <p>Support and work with HR Ops Team Leader where there are people challenges are being faced in Operations when escalated.</p>
Key Accountabilities	<ul style="list-style-type: none"> • Provide strategic and day-to-day support to empower our leaders to address people challenges to build an employer of choice and competitive and successful organisation within the sector. • Working closely with Operational colleagues and HR Ops Team Leader, ensuring that all managers have the necessary tools and capability to professionally manage and develop themselves and their people. • Use key people analytics to inform decisions and make recommendations to stakeholders identifying potential issues and sustainability of homes with commercial awareness • Work with operational colleagues, creating a plan for every home to identify talent gaps, resources, productivity and employee engagement (great place to work) and address future workforce need, such as workforce hours to budget. • Create people solutions to enable stakeholders to meet their commercial objectives and business plans. • Drive a high performance culture through performance management, development, talent and succession planning.



	<ul style="list-style-type: none"> • Provide guidance on best people practices such as organisation design, workforce planning, engagement, and talent activities. • Leading people workstreams within your operation (including acquisitions, divestments & including TUPE) that are aligned to business strategy. • Be an advocate for people products and solutions, such as myRewards, EAP, L&D, ED&I employee resource groups, driving awareness and engagement across the operation and feeding back potential improvements or enhancements.
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Person Specification

Qualifications & Requirements	<p>A minimum of 4 years' experience of working in partnership with internal and external stakeholders, providing advice and delivering value in large-scale, fast-moving, multi-site organisation, ideally within the Social Care or related sector</p> <p>CIPD qualified Level 5 or 7 or equivalent with a drive for continuous professional development.</p>
Skills, Knowledge and Experience	<ul style="list-style-type: none"> • Demonstrable understanding and adherence to legal and regulatory frameworks, both employment and also within health/ care sector desirable. • Experience of delivering best-in-class HR support, demonstrating operational and commercial and strategic skills. • A pro-active, people and business focused attitude, coupled with tenacity & the determination to deliver is essential. • Ability to demonstrate professional courage and influence, whilst working in an ethical, inclusive and brave manner keeping our values at the forefront of your practices. • Ability to question and challenge others to get to the root of people and business issues to strengthen organisational culture and employee experience. • Generalist HR knowledge across employee engagement, employee relations, L&D, Talent and succession, reward, organisational development and resourcing. • Experience of managing conflict and sensitive issues and achieving positive outcomes. • Experience of developing and managing change projects and programs and delivery strategic priorities within required timeframes. • Ability to work on own initiative, have well developed time management skills, multi-task, and produce work with a sense of urgency.



	<ul style="list-style-type: none"> • Skilled analytical thinker with ability to critically assess requirements and best approach to meet operational needs whilst assessing risk. • Experience of HRIS systems, MHR/ itrent preferable. • Strong analytical skills for data-driven decision-making. • Effective written and verbal communication skills, with high attention to detail. • Courage to challenge where required and balance conflicting stakeholder demands. • Knowledge in supporting fast paced business transformation, with Merger & Acquisition (M&A) and TUPE exposure. • Collaborate with HR Shared Services team to ensure consistency with operational activity such as bonus allocation/uplifting for support or project work.
Other requirements	<ul style="list-style-type: none"> • Be agile in working arrangements and flexible to travel to homes across area of responsibility. • Appreciation that we are 24-hour business, and flexibility should the need arise for emergency situations. • <i>Will be provided with a work mobile phone & car allowance</i>

