

Deputy Director HR Delivery Services

[Apply Now](#)

Company: UK Civil Service

Location: United Kingdom

Category: other-general

Job summary

Serious and organised crime is becoming more challenging and complex. The environment in which we operate is both exciting and uncertain and is likely to remain so. The accelerating rate of technological development, criminals increasingly sophisticated use of technology and the need for the legislative base on which we operate to keep pace are just some of the factors which affect us, in our response to the threat.

To be effective, in our work we are investing in our people, recognising that operational success is achieved through the hard work, expertise and commitment of our people.

Because the threat is changing we must adapt and change how we work.

We are aiming to create a workforce that has pride in what they do and the difference they can make. It is important to us that they feel empowered and enabled to lead today, at the same time as building capability for tomorrow. We are currently undertaking an ambitious programme to transform the NCA's HR function. Our vision is to deliver a new HR Operating Model and transform the way we recruit and develop people. This includes a new model for learning, a stronger approach to workforce planning and compelling people deal.

Job description

This is a senior leadership role within the NCA, leading on HR Delivery Services, comprising of Strategic Workforce Planning, Recruitment, Candidate Engagement, Pre-Employment Checks and Learning and Development.

The Deputy Director HR Delivery Services will be leading and driving the operational performance and service excellence of the employee lifecycle, ensuring it is delivered with

accuracy and in line with agreed standards.

The role will be line managed by Director HR, and will work closely with the Deputy Director HR and Deputy Director, Integrated Protective Services.

The role will work with key customers across the Agency (hiring managers, candidates); external stakeholders (including partners across law enforcement, Civil Service Commission, Government People Group) and lead internal teams in HR.

Key Responsibilities:

Leadership of a modern, professional, customer focussed, HR function and management of HR operational delivery processes, including attraction and outreach, recruitment, pre-employment checks and the induction programme. They will lead the Agency's recruitment and learning and development teams, designing and delivery innovative learning and development solutions to support our fight against serious and organised crime.

Recruitment

Continuing the transformation of the end-to-end recruitment process and identifying issues and where improvements can be made, including a regular detailed review of data/MI.

Develop, with command leaders, robust, practical workforce plans

Developing and implementing an attraction strategy including a strong employer brand to ensure the NCA has a unique and attractive offer to potential employees in the public, UKIC/law enforcement, private and third sectors.

Identifying and implementing best practice in recruitment, including a review of selection methods, ensuring consistent assessment approaches that test capability, cultural fit, aspiration and potential.

Ensuring compliance of all internal and external regulations including adherence to the Civil Service Commission Recruitment Principles to ensure and maintain a good Agency rating.

Identifying and implementing continuous improvement to the pre-employment checks process, identifying ways to streamline practice.

Working closely with the Integrated Protective Services team to transform the candidate experience during the NCA's vetting process.

Considering technology solutions to improve the candidate, hiring manager and HR

experiences and that result in greater efficiencies (and removal of duplication) from the current processes.

Managing the inflow of Fast Streamers to the Agency, enabling and empowering candidates to reach their potential and aspire to leadership roles in the Agency and the wider Civil Service.

Continuing the transformation of the induction process to ensure officers land in the Agency and understand their responsibilities as NCA.

Learning delivery

◆ Determine, in association with operational colleagues, the learning and development strategy and offer

Continuing the development of the Officer Development Programme and lead on the development of an NCA Academy, and determine operational officer career pathways, in conjunction with, and learning from, other similar organisations.

Managing the effective delivery of learning, including mandatory learning, identifying ways to improve the employee learning experience.

Develop a strong outreach programme with academic institutions, both for leaning and recruitment initiatives, and significantly broadening our apprenticeship offer.

Managing how we capture and use the learning data to measure the effectiveness of learning programmes and make data driven improvements.

Person specification

The Civil Service use a recruitment framework called . Success Profiles are made up of 5 elements: Ability, Behaviours, Experience, Technical, Strengths. You will be assessed against the following in your written application:◆

Behaviours:

Leadership

Seeing the big picture

Managing a quality service

Working together

At interview we will also assess the following strengths:

Visionary

Strategic

Service focussed

Relationship builder

We ask that you write a statement of suitability no more than 1250 words with relevant examples of your skills relating to the criteria listed below:

You will need to demonstrate the below essential criteria:

Inclusive leadership skills comfortable operating in a complex operational environment, with a demonstrable commitment to lead, develop and nurture a highly performing, diverse and talented workforce.

Excellent communication and influencing skills and experience of building effective partnerships, particularly with technical teams, across government, UK public and private sectors, Security partners and with international partners at a strategic level.

Significant HR operations delivery experience

Strong generalist HR knowledge from working in complex environment

Knowledge of HR policies and procedures and leading-edge HR practice.

Proven track record in design and delivery of large-scale change programmes that include technology components

The ability to articulate a strategic forward vision for a large, complex organisation or system, ensuring that a wide range of internal and external stakeholders are engaged and supportive.

Experience of delivering pragmatic interventions in a complex environment that result in cultural change

Demonstration of commitment to identifying and embedding initiatives to develop and foster

the team culture in line with the organisational cultural ambitions, fostering a culture of trust which enables people to speak up, feel safe, and advocate for others. ♦

Essential Qualifications (Professional / Academic): ♦

Ability to acquire and retain DV status.

Chartered Member of CIPD or equivalent professional qualification Degree in HRM, ♦ **or must be willing to obtain this within the first 12 months of appointment.**

Please Note

The NCA is a 24/7 organisation, and working patterns must support business requirements.

Some roles may require you ♦

to respond at short notice or outside of core hours. All SCS1 officers are expected to participate in an on-call rota.

Individuals will be required to undertake and pass a substance misuse test as part of pre-employment checks.

If successful you must hold SC Enhanced upon appointment, and be able to obtain security clearance **Developed Vetting (DV)** once in post

We want to recruit and retain the very best and broadest diversity of officers so the NCA welcomes applications from individuals from all minority backgrounds and protected characteristics.

Please be aware that you can be posted to any location that you put in your preferences. If you would only like to be posted one location, please confirm one location only.

If you are posted to a location that you have requested and you do not accept that location, you may not be offered another role.

Successful candidates may be required to undertake a medical. If required, the medical will take place in either London or Warrington. Unfortunately, travel costs will not be reimbursed.

Under the NCA Estates Strategy, the London office is part of a planned relocation to a new NCA HQ in Stratford, London. Relocation is expected to take place in 2025. If you are successful for a London role, please be aware that your post will be relocated.

Qualifications

Chartered Member of CIPD or equivalent professional qualification Degree in HRM, or must be willing to obtain this within the first 12 months of appointment.

Benefits

Alongside your salary of £75,000, National Crime Agency contributes £20,250 towards you being a member of the Civil Service Defined Benefit Pension scheme.

Salary

Salary Range: £75,000 - £117,800 per annum.

Pay principles on Civil Service transfers apply for current civil servants transferring to the NCA at the equivalent grade. Cabinet Office pay policy on promotion applies to current civil servants.

If applying on Secondment and you are the equivalent grade you will remain on your current salary for the duration of your Secondment.

Benefits

Civil Service how

A competitive contributory pension scheme that you can enter as soon as you join where we will make a significant contribution to the cost of your pension; your contributions come out of your salary before any tax is taken; and where your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire.

If you are an active police pension member immediately prior to joining the NCA, you can continue your membership throughout your employment with us.

Annual Leave

25 days annual leave on entry (plus one privilege day for the King's Birthday), plus 8 Bank Holidays, increasing to 30 days after reaching 5 years continuous service (plus one privilege day for the King's Birthday), plus 8 Bank Holidays.


If qualifying criteria is met new joiners to the NCA from UK Police Forces or UKIC will have service with those employers taken into account for continuous service purposes for Annual Leave entitlement only, this will be up to a maximum of 30 days leave (plus 1 privilege day for the Kings Birthday).

Parental Leave

Family friendly policies including paid maternity, adoption, paternity and shared parental leave of up to 26 weeks.

Access to the government Tax-Free Childcare (TFC) scheme. Existing employees may be able to continue to claim childcare vouchers.

Flexible Working

Flexible working arrangements allowing you to split your work between the office and home, subject to the nature of the role. 

Alternative working patterns such as part-time and compressed hours options subject to business needs.

Support for officers who are Reservists and Special Constables.

Learning and Development

Access to a range of learning and development activities, and opportunities to support career progression

Paid time off to facilitate continuous professional development, and access to Civil Service Learning up to 5 days per year.

Wellbeing and Inclusion

Occupational sick pay and access to occupational health services.


A network of qualified Mental Health First Aiders and Workplace Support Officers, who can provide advice, signposting and support to all our officers.

On site facilities including fitness centers and canteens (where available). Access to a variety of active staff network groups.

Employee Savings

Interest-free loans allowing you to spread the cost of an annual travel season ticket.

Access to a wide range of discounts, offers and gift cards with a number of high street and online retailers through the Blue light Scheme and Edenred.

Cycle2work salary sacrifice scheme to hire a bicycle up to the value of 4,000 to assist in improving health and fitness and save you money.

Access to a home and technology purchase scheme, allowing you to purchase items and spread the cost over 12 months through salary sacrifice.

Key worker status, enabling access to accommodation at a discounted rate, subject to eligibility.

Access to a range of sports, leisure and health benefits at reduced prices through membership with Civil Service Sports Council (CSSC).

For further information on working for the NCA please visit:

[Apply Now](#)

Cross References and Citations:

- 1. Deputy Director HR Delivery Services Restaurantjobsnearme Jobs United Kingdom Restaurantjobsnearme ↗**
- 2. Deputy Director HR Delivery Services Searchukjobs Jobs United Kingdom Searchukjobs ↗**
- 3. Deputy Director HR Delivery Services Investmentbankerjobs Jobs United Kingdom Investmentbankerjobs ↗**
- 4. Deputy Director HR Delivery Services MaintenancejobsJobs United Kingdom Maintenancejobs↗**
- 5. Deputy Director HR Delivery Services Jobsqatar Jobs United KingdomJobsqatar ↗**
- 6. Deputy Director HR Delivery Services Highestpayingjobs Jobs United Kingdom Highestpayingjobs ↗**
- 7. Deputy Director HR Delivery Services ScrumjobsJobs United KingdomScrumjobs↗**
- 8. Deputy Director HR Delivery Services UnitedstatesjobsJobs United Kingdom Unitedstatesjobs↗**
- 9. Deputy Director HR Delivery Services Jobspakistan Jobs United Kingdom Jobspakistan ↗**
- 10. Deputy Director HR Delivery ServicesSurgeonjobsJobs United Kingdom Surgeonjobs↗**
- 11. Deputy Director HR Delivery ServicesNightshiftjobs Jobs United Kingdom Nightshiftjobs ↗**
- 12. Deputy Director HR Delivery ServicesLatinamericajobscentral Jobs United Kingdom Latinamericajobscentral ↗**
- 13. Deputy Director HR Delivery ServicesMuseumjobsJobs United Kingdom Museumjobs↗**
- 14. Deputy Director HR Delivery ServicesHospitalityjobsJobs United Kingdom Hospitalityjobs↗**
- 15. Deputy Director HR Delivery ServicesIrajobs Jobs United KingdomIrajobs ↗**
- 16. Deputy Director HR Delivery ServicesForestjobsJobs United KingdomForestjobs↗**

17. Deputy Director HR Delivery ServicesAnesthesiologistjobsJobs United Kingdom Anesthesiologistjobs↗
18. Deputy Director HR Delivery ServicesBangkokjobsJobs United Kingdom Bangkokjobs↗
19. Deputy director hr delivery services Jobs United kingdom ↗
20. AMP Version of Deputy director hr delivery services ↗
21. Deputy director hr delivery services United kingdom Jobs ↗
22. Deputy director hr delivery services Jobs United kingdom ↗
23. Deputy director hr delivery services Job Search ↗
24. Deputy director hr delivery services Search ↗
25. Deputy director hr delivery services Find Jobs ↗

Source:<https://uk.expertini.com/jobs/job/deputy-director-hr-delivery-services-united-kingdom-uk-civil-service-b336e906c2/>

Generated on: 2024-05-04 by Expertini.Com