

United Kingdom Jobs Expertini®

Director of People & Culture

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Company: Anchor

Location: London Area

Category: other-general

As England's largest provider of specialist housing and care for those in later life, Anchor is committed to creating choice and opportunity for everyone. Anchor is proudly not-for-profit, which means every penny they make is reinvested into our properties and services, building more and innovating for the future so that people can have a home where they love living in later life. Through Anchor's housing and care homes for older people, Anchor cares about people's individual needs and their everyday lives. Operating in 85% of local councils in England, with 54,000 homes for older people as well as dedicated teams of business professionals working in our Bradford and London offices, more than 9,000 colleagues work towards the same goal. This is an exciting opportunity to join Anchor as their Director of People and Culture. Reporting to the Executive Director of Business Services, the successful candidate will architect and lead a transformative People strategy that encompasses talent acquisition, development, retention, and engagement. This person will also play a pivotal role in reimagining both the workforce strategy and how the organisation shapes the people directorate to not just support, but actively drive, business value. Some responsibilities include: Develop and implement a strategy for People and Culture that aligns with the organisation's mission, values, and strategic goals. Lead the transition to a new operating model for People and Culture that enhances agility and business value, including the adoption of product and service design principles, digital tools and data analytics. Develop a structure that delivers value to the business throughout the employee lifecycle from talent attraction to management development, succession planning, benefits, reward, leadership, engagement, EDI and more – centralising where appropriate

and aligning to business areas where needed. Drive a culture of accountability, respect, courageousness, and honesty, ensuring these values are embedded in all HR policies and practices. This includes setting the tone for the directorate in terms of standards and SLAs. Lead an inclusive work environment that supports diversity and equality, enhancing employee well-being and satisfaction. Ensure that compliance with all legal and regulatory requirements is built into the design of products and services related to employment, regulations and workplace safety. Measure the People and Culture directorates' impact on business performance through key metrics, adapting strategies to meet evolving business needs. Anchor is looking to appoint a senior leader who has the following attributes:

Significant HR experience, with time spent in a senior leadership role within a large, complex organisation, preferably in Housing or Care sectors. Experience of implementing innovative HR strategies and operating models that have delivered measurable business outcomes. Exceptional leadership and communication skills, capable of inspiring and mobilising a large workforce towards a common vision. Focuses more on creating impact than long action plans. A senior leader who understands the importance of delivering customer satisfaction, putting focus and resource where the business values it. Strong collaborator, who takes time to listen and understand what the business needs. Excellent analytical and problem-solving abilities, with a focus on strategic thinking and innovative solutions based on research and data. Proven track record of agile delivery with a focus on fast delivery of value. Proficient in service design principles to design effective HR services and adopt appropriate HR technology, including AI to enhance service delivery. Positive, energetic and solution focused. Resilient and adaptable, capable of navigating complex challenges and leading change. High emotional intelligence, with the ability to build strong relationships and foster an inclusive culture. Please note Anchor are open as to where the successful candidate is based (home based contract), however there is an expectation of national travel as required. If you are interested in hearing more about this opportunity, please get in touch with one of our consultants at Neemar Search. Tom Neely
Director 07384717939 – tomneely@neemarsearch.com Eliot Jeffries Associate 07985791149 – eliotjeffries@neemarsearch.com

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