

Employee and Industrial Relations Specialist

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Company: Michael Bailey Associates

Location: United Kingdom

Category: business-and-financial-operations

Seeking- Employee and Industrial Relations Specialist

4 Month Contract

Hybrid- London/Waterloo

Inside IR35

What's the role? This is not a business-as-usual role. As an ER/IR specialist, we are seeking someone with the skills, experience and drive to help us redesign elements of our Industrial Relations strategy.

In addition, some of the other example activities include:

- Manage and oversee employee industrial relations activities, ensuring compliance with relevant laws, regulations, and company policies.
- Lead collective consultation processes with employee representatives and trade unions, fostering positive relationships and effective communication.
- Coordinate TUPE (Transfer of Undertakings Protection of Employment) consultation processes, providing guidance and support to all stakeholders involved.
- Provide strategic guidance to senior management on industrial relations matters, identifying risks and opportunities for improvement.
- Develop and implement policies, procedures, and initiatives to enhance employee relations and foster a positive work environment.
- Collaborate with HR business partners, legal counsel, and other relevant stakeholders to ensure alignment and consistency in industrial relations practices.
- Act as a subject matter expert and resource for managers and employees on industrial

relations issues, offering advice, training, and support as needed.

- Drive continuous improvement in industrial relations practices, processes, and systems, with a focus on efficiency and effectiveness.
- Coach and mentor HR colleagues and line managers to develop their capability in managing employee industrial relations effectively.

What we need from you:

- Proven experience in managing industrial relations, within both the employee workforce and contingent workforce
- Ability to rapidly acquire understanding of the specific business, function or country context and overarching ER/IR landscape – including business value drivers
- Proven experience in managing collective consultation processes and TUPE consultation as part of mergers, acquisitions and divestments.
- In-depth knowledge of best practices related to industrial relations.
- Strong analytical and problem-solving skills, with the ability to assess complex situations and provide strategic recommendations.
- Excellent communication and interpersonal skills, with the ability to build positive relationships, engage with and influence stakeholders at all levels of the organization.
- Demonstrated ability to work independently, prioritize tasks, and strong project management skills with resilience to manage multiple projects simultaneously.
- Strong coaching and influencing skills to be able to effectively manage a broad range of external and internal stakeholders
- A strong sense of teamwork and partnership with others.
- Experience in coaching, mentoring, and developing others to build capability and enhance performance.

Michael Bailey International is acting as an Employment Business in relation to this vacancy.

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