

Head of HR-Industrial Relations (Strategy & Planning) - National (Hybrid Working/Location Flexible)

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Company: Royal Mail

Location: United Kingdom

Category: business-and-financial-operations

Title: Head of HR – Industrial Relations (Strategy & Planning)

Location: London (Hybrid)

With over 150,000 colleagues and 500 years of history, here at Royal Mail Group we are going through a period of major change and transformation. As part of this we are in the process of forming a brand new Industrial Relations HR department. This is a rare and interesting opportunity to join us and help forge and develop a new HR Industrial Relations team at a senior level from the top down.

Within this newly formed IR team we also have other Senior HR leadership opportunities within Strategy & Planning, Transformation and Project Management which require similar skills. If your profile matches more than one of these positions, we will be very happy to consider you for each opportunity.

Role Responsibilities:

Responsible for the production of data to support the management of key relationship with all Unions, the collation of data for IR and employment policies for statistical analysis, union intelligence and reporting

Responsible for the production of information and advice to support the consistent and effective deployment of all agreements including queries on policy and specific IR case advice that cannot be answered by operations and the shared services team.

Responsible for the timely production and analysis of information relating to Industrial Relations

including ballots, unballoted and the use of the mediation process.

Undertake fact finding exercises both within Royal Mail and outside Royal Mail to ensure that the IR team is equipped to make accurate and timely interventions and develop approaches that will support the longer term vision of the business.

Liaising and corresponding with the unions and the business. This will include fact finding, liaising on policy matters, providing replies and ensuring that cases are concluded.

Working with the HR Shared Services to upload and communicate IR documentation and information ensuring alignment to IR advice and support.

You will have:

Programme Management and Governance experience.

Credible and interested in people matters in an operational environment.

Positive influencing and challenging style.

Excellent communications skills.

Organised and output driven.

Experience in analysing and presenting data.

Royal Mail are proud of our diverse employee network groups and the active role they play to support belonging and encourage a positive work environment. We are firmly committed to inclusion and passionate about our people representing the communities we serve. We are happy to support your need for any adjustments during the application and hiring process. Please share the details within your application if required.

#LI-POST

#LIMRT

#RMG

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