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HR Business Partner (Health Systems) • Scotland & North East

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Company: Nuffield Health

Location: Scotland

Category: other-general

HR Business Partner (Health Systems) • Scotland and North East Hybrid Working • Regional Travel | Permanent | Full Time | Monday - Friday | 37.5 x Hours A Week | Competitive Salary, DOE | Excellent Company Benefits Nuffield Health is the charity that's building a healthier nation, one day at a time. From award-winning hospitals and leisure facilities to flagship community programmes – we'll do whatever it takes to look after the UK's wellbeing. It starts with passion and commitment to quality. It starts with you. As the HR Business Partner for Scotland, you'll act as a trusted and proactive partner with the local leaders and line managers, providing strategic people support and expertise. You'll be actively influencing and shaping the talent and development agenda, building capabilities, providing high-quality people advice as well as driving positive business outcomes across our Hospitals and consumer gyms. Your responsibilities will include: Proactively and strategically support the SLT and key stakeholders to continually evolve capability as well as their ability to deliver KPIs and business priorities through the effective use of performance management frameworks and policies. Support delivery of people workstreams of regional and business-wide initiatives/projects. Work in partnership with the Employee relations team in complex/high-risk ER cases. Provide process assurance and support key stakeholders in adhering to all aspects of people compliance, administration and people lifecycle activities - ensuring all relevant legal and regulatory documentation is maintained appropriately. Support key stakeholders in talent management, identifying key talent/ developing a succession plan and implementing performance management processes. Managing change and HR analytics To succeed as our HR Business Partner, you will: Demonstrate knowledge within

Employee Relations. Proven experience as an HR Generalist. CIPD level 5 or working towards preferable. Experience of HR Systems (ideally HR workday). Proven ability to coach and develop line managers. Strong customer focus and commercial awareness. Evidence of working and communicating effectively with stakeholders. Confidence and ability to influence and challenge others. Previous experience of working within a Clinical Environment would be helpful but not essential. Helping you feel good. We want you to love coming to work, feeling healthy, happy and valued. That's why we've developed a benefits package with you in mind. From free private healthcare to gym membership, a cycle to work scheme and more. At Nuffield Health, we take care of what's important to you. Join Nuffield Health and create the future you want, today. It starts with you!

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