

## HR Business Partner

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Company: Spencer Clarke Group

Location: London

Category: other-general

### HR Business Partner (Employee Relations) \*\*

We're working in partnership with a local authority based in the London Bridge area, who are searching for an experienced HR Business Partner.

Contract: Initially 3-6 months, with potential for a permanent role.

Hours: Full-time, 35 hours per week.

Location: SE1. (The role is hybrid and you will need to be flexible to undertake 2 days in the office.)

Pay Rate: Starting from £22+ per hour (Negotiable based on experience).

#### About The Role:

Provide a professional HR service to managers on all workforce related matters including organisational change, resourcing, management of attendance, performance management, employee relations issues and general HR management interventions, to deliver business objectives.

To support business managers and the HR service in achieving the Council's strategic objectives.

#### Main Duties:

Working as part of a pooled team of HR Business Partner, provide high quality HR advice and guidance to managers on a range of staffing issues, including complex cases and policy / procedural issues relating to both individuals and groups of staff as well as planned initiatives.

Provide expert advice on organisational change projects, working closely with colleagues in e.g.

organisation transformation to redesign services and ensure reorganisations are managed in line with council procedures.

Build and maintain effective working relationships with supported managers and other stakeholders, to ensure that HR plans and interventions deliver positive outcomes.

Participate in on-going discussions with management teams (as assigned), in a variety of formal settings to support and guide managers either individually or at a team level; enhancing capability to manage HR services, ensuring that policy and legislative requirements are met, including the identification of training needs and contributing to developing learning and development solutions.

Ensure high quality outcomes for the business to meet current and future business objectives and improve upon service delivery.

Provide accessible and appropriate advice, guidance and support in dealing with HR matters raised directly by members of staff.

Participate in on-going service reviews and discussions with senior management teams, plan the delivery of HR services ensuring they provide high quality outcomes for the business to meet current and future business objectives and improve upon service delivery.

Implement strategies to ensure HR provides clear business focused outcomes for the utilisation of staffing resources within the business area supported, aligned over the long term with deliver of the Councils overall workforce plan.

Experience Needed:

Local Authority / Public Sector background.

HR Business Partner.

Employee Relations casework.

Qualification Needed:

CIPD qualified or equivalent.

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