

# United Kingdom Jobs Expertini®

## HR Business Partner

[Apply Now](#)

Company: Lifecycle Software Limited

Location: United Kingdom

Category: business-and-financial-operations

### **The Company:**

Lumine Group is publicly traded on the TSX Venture Exchange (TSXV: LMN). Lumine Group acquires, strengthens, and grows communications & media software businesses. Lumine's focus is always long-term, we buy and hold forever, and we believe in the long-term success of our businesses. We use best practices to empower teams with the knowledge and expertise to make the best decisions for their business. We operate with an entrepreneurial spirit — we embrace critical thinking, innovation, and constant learning. Lumine Group is a portfolio within Volaris Group ([www.volarisgroup.com](http://www.volarisgroup.com)), a wholly owned subsidiary of Constellation Software Inc. ([www.csisoftware.com](http://www.csisoftware.com)), a publicly listed company on the TSX (CSU.TO) with a market cap of over \$45 billion.

### **The Position**

Human Resources Business Partner is primarily responsible for planning, organizing, and managing the human resources department across a specific Business Unit ("BU"). The role will be reporting directly to Group HR Director. The broader Group currently comprises of 18 BUs which are located across the globe including India, Malaysia, Portugal, Sweden, South Africa, United States and UK.

This critical role will provide a service-oriented approach to HR and will be responsible for overseeing employee lifecycle management, including recruiting, talent management, annual compensation, and bonus processes, HRIS management and ensuring the BU is in compliance with local legislation and parent company policies. We are seeking an HR professional who is self-motivated, a critical thinker, influential, diplomatic, and very business

savvy. This role is equally HR-focused and business-based and is very well-suited to an individual who can see the big picture and execute on all the necessary steps toward continued Group growth and achievement of Portfolio goals. This is a great opportunity for an HR leader who is comfortable working independently, is proactive, enjoys collaborating within a matrix environment, and dealing with operational global HR issues.

### **Job Duties**

The HR Business Partner will build collaborative relationships at multiple organizational levels, with Executives, Managers and Employees located globally while supporting the execution of Group HR programs and processes. This role will ensure high quality delivery of HR services to the sub-group leaders in partnership with the Group HR Director.

### **Strategic**

Talent developmentExecute on the Group Talent Strategy for a specific group of businesses, in alignment with established processes and objectives toward talent development.

Collaborate with managers to build appropriate development and succession plans with each Business Unit and within the sub-group.

Ensure adherence to Lumine HR Policies and Workday governance.

Advise on organizational policy matters and ongoing changes to employment legislation for affected business units.

Attend and be an active participant in Annual Planning sessions and quarterly business reviews.

Oversee and help administer the following annual processes:EngagementMerit & BonusPerformance reviewsTalent ManagementAuditing

Partner with Group HR Director to onboard newly acquired companies into the sub-group and ensure HR programs and processes are adhered to.

Support in performing due diligence on global acquisition targets when needed.

### **Operational**

Act as the contact for the various business units in the sub-group for the HR function.

Consolidate HR data, project and program information to be reported to the Group HR Director as requested.

Manage the HRIS for a specific group of independent business units.

Act as an advisor to the business units and Group Leader; escalating matters to Group HR Director where required and as per the HR and general business Approvals Matrix.

Coordinate, organize, and administer annual employee performance, salary and bonus planning processes.

In partnership with the BU, support the recruitment efforts.

Accountable for all sub-group HR reporting and data accuracy into Lumine Group and Group systems.

In consultation with Group HR develop and lead HR programs for business units within a designated sub-group.

Support and drive the process in organizational restructuring initiatives.

Design and prepare job descriptions and global compensation benchmarking.

Research and recommend international corporate benefits for various businesses, as required.

Deliver and/or develop training, ensuring that all applicable compliance requirements are met.

Provide leadership and coaching to managers on key workplace matters such as performance management, difficult conversations, employee relations, and employee development.

In partnership with the Group and Portfolio HR community, participate and contribute to the continuous improvement of HR policies, best practices, processes, and tools.

Partner with the Group HR Director on other ad-hoc projects.

Perform other duties as assigned.

### **Requirements**

A degree or diploma in business administration, human resources management, or a related field is required.

Certification in human resources management by a governing body is preferred.

Minimum of 5 years of work experience in a human resources generalist position.

Demonstrated ability to meet strategic objectives for HR and the organization.

Demonstrated ability to manage HR core processes such as talent management, succession planning, and employee relations.

Able to make sound business decisions and evidence-based recommendations to senior management.

Effective communication skills with individuals at all levels of the organization.

Effective written and verbal communication skills as well as presentation skills.

Computer literacy, including effective working skills with Microsoft Word, Excel, PowerPoint, and Outlook required.

Able to interpret and implement employment-related legislation.

Demonstrated basic knowledge of international labour laws.

Proven track record of building strong working relationships with business and human resource partners while fostering a cooperative work environment.

Ability to maintain confidentiality and remain objective while working with sensitive and confidential materials.

Creative, logical, and analytical. Willing to try new approaches and to constantly innovate.

### **Work Conditions**

Working in a busy environment with frequent interruptions.

Attending and conducting presentations.

Manual dexterity required to use desktop computer and peripherals.

Occasionally international travel will be required.

### **Core Competencies \***

Accountability

Analytical Thinking

Communication

Critical Thinking

Decision Making

Leadership

Networking and Relationship Building

Planning and Organizing

Problem Solving

Teamwork

[Apply Now](#)

#### Cross References and Citations:

1. [HR Business Partner Muscatjobs Jobs United KingdomMuscatjobs ↗](#)
2. [HR Business Partner Munichjobs Jobs United KingdomMunichjobs ↗](#)
3. [HR Business Partner Romejobs Jobs United KingdomRomejobs ↗](#)
4. [HR Business Partner Russiajobs Jobs United KingdomRussiajobs ↗](#)
5. [HR Business Partner Softwareengineeringjobs Jobs United Kingdom Softwareengineeringjobs ↗](#)
6. [HR Business Partner Biologyjobs Jobs United KingdomBiologyjobs ↗](#)
7. [HR Business Partner PerujobsJobs United KingdomPerujobs↗](#)
8. [HR Business Partner Finlandjobs Jobs United KingdomFinlandjobs ↗](#)
9. [HR Business Partner BeauticianjobsJobs United KingdomBeauticianjobs↗](#)
10. [HR Business Partner Canadianjobscentral Jobs United Kingdom Canadianjobscentral ↗](#)

11. HR Business Partner Governmentjobsnearme Jobs United Kingdom Governmentjobsnearme ↗
12. HR Business Partner Wowjobs Jobs United KingdomWowjobs ↗
13. HR Business Partner Financialjobs Jobs United KingdomFinancialjobs ↗
14. HR Business Partner AustinjobsJobs United KingdomAustinjobs↗
15. HR Business Partner Lahorejobs Jobs United KingdomLahorejobs ↗
16. HR Business Partner SchoolcounselorjobsJobs United Kingdom Schoolcounselorjobs↗
17. HR Business Partner Androidjobs Jobs United KingdomAndroidjobs ↗
18. HR Business Partner LebanonjobsJobs United KingdomLebanonjobs↗
19. Hr business partner Jobs United kingdom ↗
20. AMP Version of Hr business partner ↗
21. Hr business partner United kingdom Jobs ↗
22. Hr business partner Jobs United kingdom ↗
23. Hr business partner Job Search ↗
24. Hr business partner Search ↗
25. Hr business partner Find Jobs ↗

Source:<https://uk.expertini.com/jobs/job/hr-business-partner-united-kingdom-lifecycle-software-l-2559e5a45e/>

Generated on: 2024-05-02 by Expertini.Com