

United Kingdom Jobs Expertini®

HR Director - Shared Service, Reward & MI

[Apply Now](#)

Company: Arriva UK Bus

Location: England

Category: other-general

Arriva's UK Bus is a c.€1bn revenue business, operating services in London and South East, Midlands, Yorkshire, North East, North West and North Wales. With a headcount of c. 13,500 colleagues working within a structure across functions and regions, Arriva UK Bus provides a wide range of rural, urban and inter-urban bus services. As part of the HR Leadership Team (HRLT) of UK Bus this role is responsible for leading on both the HR Function's operational delivery to the business through its shared service team, as well as the strategic development of its approach to Reward and the utilization of Management Information. The main purpose of the role is to drive improvement across our people processes, people systems, and our Reward and MI maturity. This role forms part of the Senior Leadership Team (SLT) of Arriva UK Bus. This role is to cover maternity leave and therefore will be offered on a fixed-term contract basis. With teams based in Aintree and London, we are flexible where the successful candidate is based but the role will require frequent travel. Key Accountabilities Lead the HR Shared Service Team, comprising two Team Leaders and 10 HR Administrators (covering our London and Regions businesses) along with a Reward & MI Specialist and Analyst to deliver operational improvement, specialist insight, and strategic direction. Work collaboratively to align all activities within the HR function to provide great service to key stakeholders: Talent Acquisition, HR Business Partnering, Business Leaders, & Line Managers. Active member of the HRLT, shaping and driving the UK Bus People Agenda. Establish clear improvement goals for the team and ensure progress is proactively managed, tracked and celebrated. Work closely and collaboratively with Finance colleagues to support the implementation of their new payroll

system, understanding the key interfaces and dependencies between our people system (Workday) and payroll, driving data quality and process adoption. Work closely and collaboratively with People Solutions colleagues to inform the optimisation of our people system (Workday) influencing decisions to the benefit of UK Bus and contributing to the re-design of the data architecture as well as process improvement and simplification. Own and take action to progress against the reward maturity framework, striving to create a fair, equitable and transparent approach to remuneration. Lead the reward strategy and approach to non-collectively bargained pay and remuneration, supporting the business strategy for collectively bargained colleagues' pay to ensure spend is on budget and industrial action avoided. Embed the newly introduced grading structure to provide enhanced salary benchmarking insights, both internally and externally, leveraging our people systems and building interfaces with our external tools and resources (e.g. Willis Towers Watson). Develop the ongoing sophistication of MI, encouraging system development and reduced requirement for manual manipulation to enable greater focus on insights and trend analysis. Lead key People projects and initiatives, as they relate to process and system improvements, in support of the four strategic deliverables for the HR function; Leadership Excellence & Colleague Experience, Achieving Establishment, Trade Union Partnership, and Digitisation & Customer Service.

What we're looking for

HR professional that thrives in an environment of continuous improvement and change

Graduate level of decision making, FCIPD Qualified or equivalent

Experience operating at executive level and exposure to corporate agenda / strategy

Exposure to complex union negotiations / consultations

Experience of leading a business through shared service transformation or shared service process improvement

Experience of system implementation and/or optimisation (ideally use of Workday)

Line leadership experience including, leading motivating, engaging and performance managing high performing teams

Strong leader with exceptional communication, presentation, influencing and negotiation skills,

Collaborative and resilient, strong relationship building skills

Excellent decision making & problem solving skills

A high level of commercial and strategic awareness with understanding of financial management

A proven record of success in the delivery of HR strategic initiatives

Benefits

Salary up to £80,000

Company car / allowance (£7200)

10% Pension

Life Assurance

Private Medical

[Apply Now](#)

Cross References and Citations:

- 1. HR Director - Shared Service, Reward & MI** [Cv-resume-builder Jobs England Cv-resume-builder](#)
- 2. HR Director - Shared Service, Reward & MI** [Searcheruropeanjobs Jobs England Searcheruropeanjobs](#)
- 3. HR Director - Shared Service, Reward & MI** [NgojobsJobs England Ngojobs](#)
- 4. HR Director - Shared Service, Reward & MI** [Denmarkjobs Jobs England Denmarkjobs](#)
- 5. HR Director - Shared Service, Reward & MI** [Berlinjobsearch Jobs England Berlinjobsearch](#)
- 6. HR Director - Shared Service, Reward & MI** [UnitedarabemiratesjobsJobs England Unitedarabemiratesjobs](#)
- 7. HR Director - Shared Service, Reward & MI** [NetworkengineerjobsJobs England Networkengineerjobs](#)
- 8. HR Director - Shared Service, Reward & MI** [CraigsjobsJobs England Craigsjobs](#)
- 9. HR Director - Shared Service, Reward & MI** [Nzjobscentral Jobs England Nzjobscentral](#)
- 10. HR Director - Shared Service, Reward & MI** [ManchesterjobsearchJobs England Manchesterjobsearch](#)
- 11. HR Director - Shared Service, Reward & MI** [Instrumentationjobs Jobs England Instrumentationjobs](#)
- 12. HR Director - Shared Service, Reward & MI** [Usajobscareer Jobs England Usajobscareer](#)
- 13. HR Director - Shared Service, Reward & MI** [CounselorjobsJobs England Counselorjobs](#)
- 14. HR Director - Shared Service, Reward & MI** [RiskmanagementjobsJobs England Riskmanagementjobs](#)
- 15. HR Director - Shared Service, Reward & MI** [Munichjobs Jobs England Munichjobs](#)
- 16. HR Director - Shared Service, Reward & MI** [ArchaeologyjobsJobs England](#)

Archaeologyjobs ↗

17. HR Director - Shared Service, Reward & MI Europejobscareer Jobs England

Europejobscareer ↗

18. HR Director - Shared Service, Reward & MI DominicanrepublicjobsJobs England

Dominicanrepublicjobs ↗

19. Hr director - shared service, reward & mi Jobs England ↗

20. AMP Version of Hr director - shared service, reward & mi ↗

21. Hr director - shared service, reward & mi England Jobs ↗

22. Hr director - shared service, reward & mi Jobs England ↗

23. Hr director - shared service, reward & mi Job Search ↗

24. Hr director - shared service, reward & mi Search ↗

25. Hr director - shared service, reward & mi Find Jobs ↗

Source: <https://uk.expertini.com/jobs/job/hr-director-shared-service-reward-mi-england-arriva-uk-bus-2511-69202/>

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