

## HR Employee Relationship Specialist: Global Energy Co

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Company: Eglecliff Recruitment

Location: London Area

Category: other-general

Exciting opportunity for a HR Employee Relationship/ Industrial Relations Specialist to join this global Energy company for a 4 month initial contract/ £440 per day rate

The UK Employee and Industrial Relations (ER/IR) team plays an important role in building a great place to work for our people and enabling them to be their best. As an ER/IR Specialist in the UK, you will play a critical role in helping us to evolve our industrial relations strategy at an exciting time for our UK businesses. As part of this role, you will be responsible for end-to-end management of employee industrial relations, collective consultation processes, TUPE consultation, and employee relations cases within our organization.

**Where you fit in** You'll be joining a highly engaged team that offers a supportive environment where you will laugh, learn and be challenged every day. This role reports into the UK Employee and Industrial relations Manager who, in turn, reports into the Vice President HR UK. Other roles in the team include ER/IR Leads, ER/IR Advisors and DE&I Consultants.

**What's the role?** This is not a business-as-usual role. As an ER/IR specialist, we are seeking someone with the skills, experience and drive to help us redesign elements of our Industrial Relations strategy. In addition, some of the other example activities include:

- Manage and oversee employee industrial relations activities, ensuring compliance with relevant laws, regulations, and company policies.
- Lead collective consultation processes with employee representatives and trade unions, fostering positive relationships and effective communication.
- Coordinate TUPE (Transfer of Undertakings Protection of Employment) consultation processes, providing guidance and support to all stakeholders involved.
- Provide strategic guidance to senior management on industrial relations matters, identifying risks and opportunities for

improvement. • Develop and implement policies, procedures, and initiatives to enhance employee relations and foster a positive work environment. • Collaborate with HR business partners, legal counsel, and other relevant stakeholders to ensure alignment and consistency in industrial relations practices. • Act as a subject matter expert and resource for managers and employees on industrial relations issues, offering advice, training, and support as needed. • Drive continuous improvement in industrial relations practices, processes, and systems, with a focus on efficiency and effectiveness. • Coach and mentor HR colleagues and line managers to develop their capability in managing employee industrial relations effectively.

What we need from you

- Proven experience in managing industrial relations, within both the employee workforce and contingent workforce
- Ability to rapidly acquire understanding of the specific business, function or country context and overarching ER/IR landscape - including business value drivers
- Proven experience in managing collective consultation processes and TUPE consultation as part of mergers, acquisitions and divestments.
- In-depth knowledge of best practices related to industrial relations.
- Strong analytical and problem-solving skills, with the ability to assess complex situations and provide strategic recommendations.
- Excellent communication and interpersonal skills, with the ability to build positive relationships, engage with and influence stakeholders at all levels of the organization.
- Demonstrated ability to work independently, prioritize tasks, and strong project management skills with resilience to manage multiple projects simultaneously.
- Strong coaching and influencing skills to be able to effectively manage a broad range of external and internal stakeholders
- A strong sense of teamwork and partnership with others.

Experience in coaching, monitoring, and developing others to build capability and enhance performance

This needs combining with a positive attitude and an ability to work within a large, globally dispersed project team in a multi-cultural environment. You also need to be a self-starter, a logical thinker and a quick learner, with strong initiative and excellent communication, interpersonal and presentation skills, able to write clearly and concisely.

We believe in equality of opportunity for all job applicants regardless of gender, marital status, race, colour, nationality, ethnic origin, creed or religion, disability, sexual orientation or age.

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