

## Human Resources Business Partner

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Company: Burman Recruitment

Location: Bromley

Category: educational-instruction-and-library

Human Resources Business Partner

£45,000 - £50,000 per annum

6 Month FTC

Kent, hybrid

Public Sector

Burman are supporting a public sector client appoint a Human Resources Business Partner (HRBP) to assist with a restructuring program. You will serve as a strategic advisor to senior leadership, collaborating closely with various stakeholders to align HR strategies with business objectives while maintaining compliance with relevant regulations and policies.

Strategic Partnership:

\* Collaborate with senior leadership and key stakeholders to develop and implement HR strategies aligned with the objectives of the restructuring program.

\* Provide expert guidance and support to decision-makers on matters related to organisational

design, workforce planning, and change management.

#### Change Management:

- \* Lead change management efforts by developing comprehensive communication plans, training programs, and resources to support employees through transitions.
- \* Identify potential risks and develop mitigation strategies to address resistance and ensure smooth implementation of restructuring initiatives.

#### Employee Engagement:

- \* Implement initiatives to enhance employee engagement, morale, and productivity during periods of organisational change.
- \* Conduct regular assessments to gauge employee sentiment and identify areas for improvement, ensuring a positive employee experience throughout the restructuring process.

#### Talent Management:

- \* Partner with the Talent Acquisition team to assess staffing needs, facilitate redeployment, and manage talent transitions as part of the restructuring program.
- \* Provide guidance on performance management, career development, and succession planning to support organisational objectives.

#### Compliance and Policy Adherence:

- \* Ensure compliance with all relevant laws, regulations, and policies governing the public sector and human resources practices.
- \* Develop and implement HR policies and procedures tailored to the needs of the

restructuring program while upholding ethical standards and promoting a diverse and inclusive workplace.

#### Data Analysis and Reporting:

\* Utilise HR analytics and data-driven insights to assess the effectiveness of restructuring initiatives, identify trends, and make informed recommendations for continuous improvement.

\* Prepare regular reports and presentations for senior leadership, highlighting key metrics and progress towards program objectives.

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