

Human Resources Business Partner

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Company: HPRtalent

Location: United Kingdom

Category: other-general

Regional HR Business Partner – FTSE 250 organisation Location: East Midlands with UK

and European travel Salary: £50-60,000 + car allowance + bonus + corporate benefits

We are seeking an exceptional HR Business partner to join a market leading fast paced, customer focused and complex FTSE 250 Client to join the organisation in the midst of significant transformation and change. So you'll read this brief description and realise it's a very special candidate that we are seeking with a focus on organisation design and business growth. Ask yourself do you have pace of decision making , intellectual curiosity, ability to thrive with ambiguity and a desire to work for a market leader in their field? Within this influential role you will be an ambassador of the Brands that you will be the people leader for. This vital role will partner with the local, Regional and European Retail Management leadership teams in accomplishing strategic & commercial objectives through the optimisation of workforce & HR planning. While ensuring business decisions focus on recruiting, retaining, and developing top-calibre talent for the business, you will further promote their brand as an employer of choice across the marketplace. With an agile approach, you will provide both strategic and hands-on support and guidance to the business ensuring that their teams are fully aware and trained on their HR legal obligations & responsibilities. This role will also lead initiatives & activities relating to people transformation, Organisation Design retention, engagement, performance, succession planning, talent management, DE&I, head count, staff costs, as well as other projects deployed by the Brands. The role: Through developing deep relationships with the leadership team developing department goals, objectives, and systems. This role will work closely with the retail teams to support and

strategise talent and guide leaders in coaching and developing their teams. Provides support to leadership by recommending solutions and various approaches to impact employee development and efficiency. Supports the Talent Acquisition team in the recruitment process for any open positions, new store openings, etc. Guides leaders to coach and develop teams through the performance management process. Create organisation design programmes to ensure the organisation is both market leading and future proofed. Experience of using data and analytics to add weight to decision making. Working with centres of excellence (reward, ER, Talent management L&D) to work collaboratively to offer the best HR service. Supports retail teams to strategise talent in response to evolving business needs, with a focus on elevating the talent in the organisation. Improving and sustaining employee engagement current levels sit at 80%. Recommends new approaches, policies, and procedures to effect continual improvements in efficiency of department and services performed. Ensures and maintains legal compliance. Partner with management and teams to enhance work relationships, drive engagement and increase productivity and retention. Manage and administer the Organisational Management Review to ensure the identification, development, succession and retention of talent in the organisation. Establish and maintain guidelines & communication for the team's individual development plans. Work closely with the Head of Talent Acquisition and of Talent Development, Head of HR, and other core business partners to maximise succession planning, talent pipelining and early career strategies. Conducts regular touch base meetings with store leaders to provide HR strategic workforce updates: reviewing store talent, succession planning, provide management team with coaching recommendations to optimize business performance. Is aware of all business issues and priorities, and provides focused support, coaching, and guidance to management. The person: Degree educated and either CIPD Level 7 qualified or a Masters in HR. Progressive experience in a HR Business Partner role within an organisation where intellectual curiosity and change are embraced. Experience leading HR functions in a multi-unit environment; high volume, high-traffic, and high-visibility environments preferred. Experience of managing and developing people towards high performance. We are open to candidates with HRBP's from the following industries – Retail, hospitality, business services, FMCG, contact centres, manufacturing, logistics. Experience of managing multiple senior stakeholders and competing priorities. Strong team player in a growth mindset organisation. HR experience in luxury retail and/or service-oriented organisation; direct retail store experience is desirable but not essential. Strong skills in change management, business

transformation, organisation design, talent development, recruiting, and performance management
Excellent influencing skills and a proven experience of working with and influencing senior leaders
Experience of using data to inform decision making and where data isn't present taking calculated risks
Exceptional relationship-building skills to create long-lasting impact to client group
Strong coaching and counselling approach and proven ability to influence others and support where needed
Excellent written and verbal communication skills; comfortable with public speaking
Strong interpersonal skills with a focus on internal customer service; ability to coach and empower others
Strong active listening skills
Demonstrated ability to use technology (i.e., Excel, PowerPoint, Word, HRIS systems) to gather, interpret, organise, and present data
Sound judgment and critical thinking skills; successful management of multiple projects and competing priorities while balancing the needs for quality with meeting deadlines
Detail oriented with strong organisational skills; evidence of self-motivation; demonstrated ability to plan, schedule and work both independently and in teams within a service-oriented organisation
Possess business acumen and are operationally sound
Kind, but effective leadership style. Demonstrates humility, compassion, and approachability in all interactions
Comfortable with fast paced environment; ability to prioritise effectively and independently
Travel required, store visits within the UK and Europe
To apply please email your CV to nicola.eddy@hprtalent.com

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