

United Kingdom Jobs Expertini®

Regional People Partner - EMEA

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Company: Iron Mountain

Location: United Kingdom

Category: life-physical-and-social-science

At Iron Mountain we know that work, when done well, makes a positive impact for our customers, our employees, and our planet. That's why we need smart, committed people to join us. Whether you're looking to start your career or make a change, talk to us and see how you can elevate the power of your work at Iron Mountain.

We provide expert, sustainable solutions in records and information management, digital transformation services, data centers, asset lifecycle management, and fine art storage, handling, and logistics. We proudly partner every day with our 225,000 customers around the world to preserve their invaluable artifacts, extract more from their inventory, and protect their data privacy in innovative and socially responsible ways.

Are you curious about being part of our growth story while evolving your skills in a culture that will welcome your unique contributions? If so, let's start the conversation.

THE OPPORTUNITY

Title: Regional People Partner - EMEA

We currently have 3 opportunities - each role aligned to a business area (Digital, Operations, Commercial/Sales)

Job summary

The Regional People Advisor/Partner supports dedicated Business Units across the EMEA Region comprising 36 countries. They work in close partnership with Global HRBPs aligned to dedicated business units, COE's, HRSD Cluster Leaders, HR Generalists and Payroll teams.

Regional People Advisors play a pivotal role in assisting HRBPs and COEs in implementing global strategies at a regional level.

Acts as a trusted advisor and partner to businesses based in various countries across the EMEA region. Counsel the people leaders predominantly at VP and Director level and use deep understanding of the business to ensure HR helps the organization achieve its business goals

They are also critical in helping Regional Leaders address unique, people related, regional business challenges. People Advisors apply HR business acumen to contribute to the creation and delivery of Regional people plans which are strongly aligned with Global people plans.

In this role, you will provide proactive people partnering support for the dedicated stakeholder group and add value through strong stakeholder engagement. The role will not engage in routine Regional HR work which is managed by the HR Generalist.

Skills and Competencies summary

The HR People Advisor requires robust stakeholder engagement, business acumen, project management skills and should have extensive knowledge of EMEA markets. This is coupled with a blend of outstanding customer focus and operational HR expertise. A highly collaborative working style is needed with high levels of resilience, adaptability and excellent critical thinking skills to effectively execute the role's responsibilities.

Responsibilities

Partnering and Support Contributes to the achievement of strategic and operational priorities in the Regional business stream by actively participating and collaborating in the Global HR Account team. Re-directs people leader requests to the appropriate HR service area as needed e.g. MyMAP

Talent Management: Acts as a key resource for Global HRBPs and HR COE's to support and drive the delivery of required talent activities at a Regional Level for their responsible

business units.

Optimizing business performance Provides guidance to Regional Leaders

(predominantly at VP/Director Level), on optimizing business performance through effective people management strategies, including organization structure, capability development, engagement and productivity enhancement. Collaborates closely with Global HRBPs, COEs and HRSD colleagues as necessary to ensure alignment with organizational priorities and objectives.

HR Projects and Initiatives: In alignment with Global HRBPs, COE's and HRSD colleagues, coaches and supports VP/Director level leaders as needed during annual CoE cycles (e.g., Goal Setting, Talent Management processes and IM Listening action planning). Operate through the lens of continuous improvement, listening to and acting on feedback from People Leaders and Employees (e.g., updates to Knowledge articles).

Teaming: Fosters knowledge sharing among HR colleagues by actively collaborating and contributing to the collective knowledge base across the team. Share knowledge and collaborate with HR colleagues as part of the Account Management team that comes together to serve our businesses and functions.

Key Skills, Requirements and Competencies:

Stakeholder engagement: Excels in stakeholder engagement, skillfully building relationships, addressing concerns, and fostering collaboration for successful project outcomes and HR alignment.

Project management skills: Exhibits strong project management competence, adeptly leading teams, coordinating tasks, and delivering successful outcomes within established timelines and resource constraints. Strong presentation skills.

Business focus: make informed HR decisions and recommendations through leveraging robust business knowledge and acumen (business goals, competitors, market position etc)

Influencing skills Demonstrate the ability to influence key stakeholders in their countries, persuading and guiding them towards effective HR practices and strategies

Collaboration & communication skills: Effective communication skills to interact with diverse stakeholders, including people leaders, HR advisors, and COE's, facilitating a collaborative and cohesive HR approach in a complex, multi-supplier and matrixed environment.

Customer focus: Demonstrated experience of prioritizing customer experience and building strong productive customer relationships.

HR expertise: Have a strong knowledge of all HR disciplines and related processes delivered in a shared services environment supporting EMEA countries.

Resilience, adaptability and decision making Be able to work effectively in high-pressure, fast-paced situations, demonstrating resilience, critical thinking, and sound decision-making and judgment with the skill to easily shift priorities to meet business needs. Comfortable pushing back to senior stakeholders as needed,

Continuous improvement Operate with a continuous improvement mindset, actively identifying and addressing opportunities for enhancements in HR processes and the knowledge base. Formal qualifications in CI or process improvement are desirable.

Education: HR Bachelor's/Master's degree or equivalent required

Language skills: Fluent English domain is a must. German or French is desirable.

System and tools: Knowledge of Workday, Servicenow is preferred. Strong presentation skills using Powerpoint/Google slides.

Experience: substantial and progressive experience in HR partnering ideally including 3+ years of HR partnering experience across EMEA countries. Working in a shared services environment is a plus.

Flexibility: Flexible to support stakeholders across different time zones in EMEA and participate in meetings with Global HRBP, CoE, HR Project teams who are based in EMEA and North America.

Travel: Ability to travel @ 10%

Discover what awaits you

Discover Limitless Possibilities: Embark on an exciting journey with Iron Mountain, a global organization that embraces transformation and innovation.

Empowering Inclusion: Join a supportive environment where everyone's voice is heard, opinions are valued, and feedback is encouraged, fostering an atmosphere of inclusion and belonging.

Global Connectivity: Connect with 26,000+ talented individuals from 59 countries, opening doors to diverse cultures and fostering global learning opportunities.

Championing Individuality: Be part of a winning team that celebrates diversity and

encourages individual differences to drive greatness.

Competitive Total Rewards: supporting your career at Iron Mountain, family, personal wellness, and wellbeing. (Local benefits may vary based on country-specific policies.)

Embrace Flexibility: Experience the freedom of remote work, enabling a harmonious work-life balance.

Unleash Your Potential: Access abundant opportunities for personal and professional growth, preparing you for a digitalized future.

Valuing Every Contribution: Join a workplace that actively encourages and supports all talents, recognizing the unique impact of each individual.

Pioneering Sustainability: Contribute to our vision of fostering a sustainable and thriving workforce, leaving an enduring legacy for generations to come.

Category: Human Resources

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