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Strategic HR Business Partner

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Company: Elevation Recruitment Group

Location: Greater Leeds Area

Category: transportation-and-material-moving

Elevation HR are working in partnership to recruit an experienced Strategic HR Business Partner for a dynamic and forward-thinking matrix structured engineering company who have a commitment to innovation, sustainability, and employee well-being, and are dedicated to fostering a collaborative and inclusive workplace environment. The role of Strategic HR Business Partner will play a key role in partnering with business leaders to deliver HR strategies that support the achievement of organisational goals. The role will provide expert guidance on workforce planning, talent management, organisational design and development, and employee engagement. Responsibilities will include: Collaborate with executive leadership team to align HR strategies with overall business objectives Act as a trusted advisor to business leaders, providing strategic HR guidance and insights Implement strategies for attracting, developing, and retaining top talent Foster a positive and inclusive workplace culture that values diversity and collaboration Address employee relations issues and provide guidance on conflict resolution Drive initiatives to enhance employee engagement, satisfaction, and overall well-being Oversee the implementation of effective performance management processes Provide coaching to managers on performance feedback and goal-setting Develop and maintain positive relationships with union representatives To be successful in this role you will have: Experience as a Senior HR Business partner with a sound understanding and experience of workforce planning, talent and succession planning and change management, transformation and strategic business partnering Proven leadership, influencing, effective communication and relationship building skills are all essential requirements for this role Experience within large matrix structured unionised environment Strategic thinking and

the ability to navigate complex HR challengesLevel 7 CIPD Qualified Elevation HR is a specialist division of Elevation Recruitment focusing on Human Resource positions in Yorkshire and surrounding regions. If you match the specified criteria and are interested in discussing the position in more detail, we would love to hear from you.

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