

Role profile		
Job title	People Engagement Partner	Reference ID: W12763
Location	Harrow / Midlands	
Reporting to	Senior People Partner	

<p>KEY RESPONSIBILITIES</p> <ul style="list-style-type: none"> • Develop and maintain trusting and effective partnerships with all onsite managers, challenging their thinking and working closely with them to co-develop solutions to meet their current and future business needs. • Provide HR business partnership to the business; work with relevant colleagues to provide pro-active service to the business in line with the HR strategy or people programme. • Work with management to build a high-performance culture and coach managers on strategies for nurturing their workforce, developing their people and tackling team and individual performance issues • Act as a change agent; lead, support and contribute to change programmes, driving and championing the implementation of HR solutions within the business area, gaining acceptance from key stakeholders. • Responsible for the successful implementation and application of the performance review process with all managers and identifying training and development needs/ producing training plans where necessary. • Support the management team in creating and delivering plans to build high employee engagement. • Supporting the business with complex business and positive culture change • Partnering with the business to create resourcing plans to build capability • Partnering with the business to create talent and succession plans • Delivering and ensuring compliance on policy, process, employment law and best practice. This includes, but is not limited to: probationary reviews, absence management, the disciplinary process; handling grievances, performance management, the redundancy process and TUPE • Coach, mentor and counsel managers and employees regarding HR and business issues • Support, develop and coach junior members of the team to ensure they deliver value-added HR
--

KNOWLEDGE

- Good understanding of all aspects of Human Resources
- In depth understanding of Employment Law
- Strong TUPE knowledge and experience
- Good communication skills
- Team player
- Experience of working in Multi Sites, Unionised Environment
- Driving Licence

PERSON SPECIFICATION

- Comfortable in communication with all spectrums of personnel in the business
- Experience ideally gained within an engineering/services environment
- IT literate
- Line management experience
- Ideally CIPD qualified
- Extensive travel throughout the UK with overnight stay
- Additional hours as and when required
- Self starter
- Commercially focused
- Ability to build and maintain open and effective relationships at all levels.
- A collaborative, supportive and resilient individual who is able to give strategic leadership to a committed team

Closing date: 23rd November 2018

If you are interested, please email your CV with an indication of the expected salary, stating the following reference number W12763 human.resources@lornestewart.co.uk