

JOB DESCRIPTION

JOB TITLE:	Senior HRBP
MANAGED BY:	Head of HR and OD
GRADE:	13

THE ROLE

The Senior HR Business Partner (Senior HRBP) will play a pivotal role in embedding and leading the organisation's HRBP model, ensuring its effective development, implementation, and measurement. This role will oversee a team of HR Business Partners and an HR Project Manager, ensuring the alignment of HR strategy with organisational transformation priorities.

Acting as the Deputy to the Head of HR and OD, you will drive cultural change, champion workforce transformation, and lead strategic HR projects that enable an agile, high-performing, and inclusive workforce.

This is an exciting opportunity to influence and shape the organisation's future, ensuring that HR is at the forefront of transformation and operational excellence.

KEY ATTRIBUTES

Strategic Thinker: Aligns HR strategy with organisational goals, anticipating workforce needs and future challenges.

Change Leader: Effectively navigates and drives cultural and operational transformation.

People-Focused Manager: Develops and supports HRBPs and the HR Project Manager to succeed in their roles.

Data-Driven Decision Maker: Uses workforce analytics to inform strategy and measure HR impact.

Resilient & Agile Professional: Thrives in a fast-paced, evolving environment, adapting quickly to change.

Collaborative Partner: Works across teams to ensure people strategies are integrated and effectively executed.

KEY RESPONSIBILITIES

Strategic HR Leadership

Lead the HRBP function to align with organisational priorities and transformation goals.

Partner with the Head of HR and OD to drive workforce planning, talent development, and cultural change.

Act as Deputy to the Head of HR and OD, representing HR at senior leadership meetings and forums.

Develop and embed HR strategies that drive high performance, inclusion, and innovation.

HRBP Team & Project Management

Directly manage HRBPs, Assistant HRBP and the HR Project Manager, ensuring effective delivery of strategic initiatives.

Establish KPIs and performance measures to evaluate the success of the HRBP model.

Provide coaching and guidance to HRBPs, building their capability to support transformational change.

Foster a collaborative HR team that delivers high-quality, consistent support across the organisation.

Workforce Transformation & Organisational Development

Lead strategic HR projects that enhance organisational agility and capability.

Support senior leaders in embedding change management practices for successful adoption of transformation initiatives.

Champion initiatives that drive a high-performance culture, engagement, and inclusion.

Develop and implement strategies to enhance employee engagement, positioning the organisation as an employer of choice.

Operational Excellence & Data-Driven HR

Ensure HR services are delivered efficiently, maintaining high standards and legal compliance.

Utilise workforce analytics to identify trends, inform decision-making, and measure HR impact.

Collaborate with HR and OD teams to deliver integrated, impactful HR solutions.

Continuously improve service delivery through data-driven performance tracking.

Stakeholder Engagement & People Strategy

Build trusted relationships with senior leaders, providing expert guidance on workforce challenges.

Partner with business areas to ensure HR solutions are aligned with organisational goals.

Act as a key advisor on complex HR matters, supporting leaders to drive business success.

Embed a coaching and development culture within the HRBP team to enhance leadership effectiveness.

PERSON SPECIFICATION - ESSENTIAL CRITERIA

Essential Qualifications and Knowledge

- Chartered Membership of CIPD (Level 7) or equivalent experience.
- In-depth knowledge of HRBP models, organisational design, and workforce planning.
- Expertise in leading culture change and embedding inclusive practices.

Essential Experience

- Significant experience in developing and implementing HRBP models or equivalent frameworks.
- Demonstrated expertise in driving organisational transformation, culture change, and engagement initiatives.
- Proven ability to manage and develop high-performing teams within a complex organisational context.

Skills and Competencies

- Strategic thinker with the ability to translate organisational goals into actionable people strategies.
- Exceptional stakeholder management and influencing skills at senior levels.
- Strong analytical skills with the ability to use data to inform strategy and measure success.
- Collaborative leadership style with a focus on developing team capability.