

J O B D E S C R I P T I O N

JOB TITLE: People Business Partner (HRBP)

REPORTS TO: Head of People

JOB GRADE: Middle Manager

FCA STATUS Conduct Rules

PURPOSE OF ROLE

- Providing strategic liaison between People functions and our regional business units across the UK. To align our People strategies and initiatives with the overall business goals of our organisation, ensuring that the people-related aspects are tactically delivered in order to enhance our company's performance.

PERFORMANCE MEASURES

- Progress delivery against functional strategy.
 - Improvement of employee engagement and satisfaction.
 - Workforce productivity and succession planning effectiveness.
 - Effectiveness of wider people support across designated UK regional areas.
-

FCA RESPONSIBILITIES

- Ensure compliance with FCA regulations in the context of role and individual conduct rules .

KEY RESPONSIBILITIES

- Support in the delivery of the Group People Strategy in line with the Company's vision and values.
 - Acts as Business Partner for the business ensuring pragmatic, commercial and people centric solutions to People related problems, managing risk and working within applicable regulatory and legal frameworks.
 - Supporting and coaching managers in dealing with complex people related problems.
 - Partner with leaders to lead large change programs, helping the business scale, understand and support the opportunities and challenges for their teams.
 - Deliver key People Initiatives across the People Spectrum, including workforce planning, restructuring, resourcing, talent management, pay and review, employee engagement and performance management.
 - Supporting the implementation of performance management processes, including setting objectives, conducting reviews, and providing feedback.
 - Leading and supporting organisational change initiatives, helping employees adapt to changes, and ensuring smooth transitions.
 - Drive data led questioning, solutions and decision making through utilisation of People reporting capability.
 - Collaborate with wider People team to support thoughtful, seamless people solution delivery.
 - Ensuring HR policies and procedures are implemented effectively and in compliance with legal and regulatory requirements.
-

SCOPE OF ROLE

Reports to: As per organisational chart

Direct reports: NA

Indirect reports: NA

WOULD SUIT SOMEONE WHO:

- Has undertaken previous large-scale people change activity.
 - Has excellent partnering management skills with direct exposure to senior leadership teams.
 - Has experience successfully building, implementing, and improving people programmes, including performance review processes, talent development programmes, and HR policies and practices.
 - Exhibits structured critical thinking, making data-backed decisions when faced with tough difficult trade offs or uncertainty.
 - Is collaborative and able to tailor communication style to different stakeholders.
-

KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED

Experience	<ul style="list-style-type: none">• Evidenced years of experience within a People partner role or similar position.• Policy development, process review/design, continuous improvement methods.• Proven capability to lead, develop and motivate individuals.• Understanding and appreciation on TUPE, restructuring, redundancy.• Proven ability to define, scope and deliver complex people change.• Previous experience of delivering programmes designed and developed by wider People centres of excellence.• Understanding of FCA and CMA regulations.• Experience of working collaboratively.• Ability to influence, persuade and negotiate to achieve positive outcomes and manage stakeholders successfully.
Education/ Qualifications	<ul style="list-style-type: none">• Educated to degree level or equivalent through CIPD.•
Technical Knowledge	<ul style="list-style-type: none">• Up to date knowledge and understanding of UK labour law.• Understanding of HR systems and data driven metrics.•
General	<ul style="list-style-type: none">• Experience of process mapping and naturally inquisitive, seeking solutions not problems.• Ability to commute regularly into your designated regions across the UK where needed.