



3 Cricklade Court, Cricklade Street
Old Town, Swindon, SN1 3EY

Telephone: 01793 467142

<https://jobs.coepirecruitment.com/job/senior-hr-consultant>

Senior HR Consultant

Description

Please note that this is a fixed term contract/secondment opportunity for a period of 12 months.

The Opportunity

This role supports the delivery of the workforce strategy, functional people strategies and organisational strategy through the development and delivery of people initiatives aligned to programmes of work.

Senior HR Consultants work collaboratively within People and Transformation and Programme teams and are responsible for building trusting relationships with business functions to ensure the successful delivery of strategic initiatives and associated outcomes.

As an influential HR professional, this role requires both HR expertise and thought leadership to have the credibility needed to influence leaders at all levels within the organisation to ensure alignment between people initiatives, programme activities and functional/organisational strategy to delivery sustainable outcomes over the medium to long term.

Responsibilities

Organisational Accountabilities

Roles at this level will provide expert professional advice to inform corporate management and development of the council. They will lead on turning this advice into business cases for political approval. The service delivery requirements and standards are usually clearly defined by the Director with annual staff and financial budgets. The role is accountable for:

- Operational planning and performance review to maintain exceptional service delivery and ensures the political objectives and priorities of the council are met
- Working collaboratively within and across functions to support the delivery of best possible outcomes for our customers on a financially sustainable basis.

Date posted

31 May 2023

Base Salary

£ 58,201

Job Location

Remote work from: UK only

Working Hours

9am to 5pm, Monday to Friday

Beginning of employment

June 2023

Duration of employment

12 months

Employment Type

Full-time

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- Maintain and nurture collaborative relationships with other teams in the function and external organisations that support the delivery of annual plans.
- Implementing changes to improve the area of work, while maintaining the highest possible levels of service quality are continually delivered
- Managing complex issues that meet the needs of customers and delivery the best possible outcomes
- Effective utilisation of digital technologies and innovation across the function.
- Equality and diversity is celebrated and considered as part of all decisions taken.
- Using professional expertise to translate goals and plans into ways of working that comply with relevant legislation and statutory requirements and manages a level of appropriate risk.
- Deliver exemplar customer interactions to individuals and communities which support strong relationships and a reputation for achieving outcomes and resolving issues.

Service/Functional Accountabilities

- Act as the HR SME providing advice, guidance and thought leadership to both programme teams and functional leadership to ensure alignment between people initiatives and programme outcomes. Managing more complex case work and change programmes, using personal judgement in making effective decisions, ensuring matters can move forward and options considered.
- Responsible for the successful delivery of people initiatives within programme of work, acting as a critical friend, to lead and shape strategies and transformational change.
- Challenge the size, shape, and capability of the workforce, using organisation design and development and strategic workforce planning to make sure that Essex County Council (ECC) is set up to deliver its wider organisational strategy, with accountability for role and process design to deliver sustainable programme outcomes.

- Act as an intelligent customer, identifying, specifying and quality assuring people interventions within programmes of work; working closely with centres of expertise to share views and insight which inform and shape programme people strategies and development, identifying efficiencies and driving continuous improvement.
- Build, manage and maintain trusted relationships with leaders at all levels, forming alliances with internal and external stakeholders, identifying emerging trends and best practice, using these to improve business capacity and capability within the programmes of work.
- Use people and business data analytics, performance, and informal feedback to develop insight and solutions; using these to influence decision making within programmes and across functional teams. Undertake intelligence and insight gathering to measure impact and to ensure such insights can be used to drive and address underlying business issues.
- Coach leaders and managers in dealing with business change project implementation (including redesign, redundancy, TUPE) and moderate to high complexity cases, individual performance, and employee relations issues, providing high quality advice based on an in-depth knowledge of employment and case law, policy and good practice, including conflict resolution and mediation.
- Develop professional expertise and engage with other professionals, both internally and through participation in national networks, taking the opportunity to gain learning and insight on different approaches adopted in other organisations presenting opportunities to consider alternative options for ECC.
- Specific individual and shared targets and objectives are defined annually within the performance management framework.

Qualifications

The Experience You Will Bring

- Educated to degree level or equivalent by experience and is professionally qualified, ideally at MCIPD level.
- Is an experienced influential HR professional, with proven results in developing and delivering complex change strategies,
- Previous Consulting experience, including excellent interpersonal and

communication skills, and the ability to develop influential and strong relationships, with a broad range of diverse stakeholders, providing both high challenge and support.

- Ability to conduct research and identify relevant subject matter to add value to programmes of work.
- Experienced in balancing multiple and conflicting objectives and prioritise work to achieve the best possible outcomes.
- Able to work collaboratively with other areas of the organisation to commission resource and identify opportunities to improve business outcomes

Job Benefits

Remote working/work from home

Reference:

CRreq12332