

SENIOR HR BUSINESS PARTNER

JOB REF: 0614

Our client is based in Dungannon and were established in 1996. Since then the company has grown to become a leading supplier of waste compaction equipment in the UK and throughout Europe. This is a testament to the quality balers they supply, the knowledge and expertise within the team and our customer focussed approach.

Job Purpose

Reporting to the Managing Director, the HR Business Partner will play a key role in the future growth and development needs of the company and its people. The role holder will work in partnership with the management team to shape, develop and deliver HR strategies to the business, while contributing directly with the core purpose of the business; 'Helping people realise their potential'.

Responsibilities:

- Work in partnership with our Senior Management Team to foster and promote our core values, core focus and company ethos at all levels.
- Lead the business on Talent Management acting as a trusted advisor, coach and enabler.
- Create and maintain a culture of Employee Engagement to ensure that our people throughout the business are informed and feel valued and appreciated.
- Encourage and drive high performance within our team ensuring that we continually push the benchmarks of performance.
- Develop and implement an effective programme of coaching and mentoring in the business.
- Provide expert guidance, advice and support on managing employee relations issues.
- Develop and deliver key HR initiatives across the business.
- Manage end to end HR processes ensuring continuous performance and process improvement.
- Identify relevant industry accreditations and brief and prepare the business to ensure successful award.
- Maintain a clear understanding and provide key updates to the Senior Team in relation to relevant employment legislation.
- Actively participate in project teams, and implement initiatives, while simultaneously ensuring proper communication and collaboration within our entire business.

- Develop and implement a robust talent acquisition strategy that guarantees the attraction, selection, and successful recruitment of potential talents that will further drive the achievement of our team goals as well as our overall business objectives.
- Develop a strategy for attracting talent to our important business units both home and abroad.
- Develop and implement a workforce strategy that will provide exceptional candidate experience and build and maintain a candidate pipeline through networking.
- Build on relationships with schools and universities so that young people are aware of the opportunities within the company.
- Design and implement a robust onboarding and induction process that ensures we successfully engage with and retain new recruits.
- Development and implement a performance and talent management programme that clearly defines career paths within our business that will enable us to implement succession plans and promote from within.
- In partnership with our management team, identify key learning and development needs and identify appropriate sources to meet these needs to ensure that each employee achieves their potential.
- Advocate continuous learning for employees and where necessary, provide coaching and mentoring support when required.
- Assist with managers to develop apprenticeship and graduate development programs, to ensure time spend within the company is of maximum value to all.
- Agree and implement KPIs in partnership with the Senior Management team and present monthly reports and analysis.
- Measure performance against both internal and external benchmarks to continuously improve HR service delivery.
- Continuously review operating procedures to ensure efficiency, speed of delivery and impact on business performance.

Person Specification

- Third level qualification preferably in HR or related discipline.
- Member of the CIPD.
- MSc in HR Management.
- Chartered MCIPD.
- L2 Coaching.
- Minimum of 5 years extensive HR experience preferably working as a HR Business Partner.
- Extensive experience of operating in a business partner model, working with management to create positive business outcomes.
- Knowledge of current thinking in HR issues and trends and evidence of Continuing Professional Development.
- Proven and successful experience of influencing Senior and Departmental Management.

- Experience of working within a similar industry.
- Communication and interpersonal.
- Working on own initiative.
- Self-discipline and determination.
- Influential, enthusiastic and tenacious.
- Attention to detail.
- Working under pressure and meet deadlines.
- Strategic planning.
- Problem solving and decision making.
- Developing and sustaining effective working relationships.
- Providing specialist, expert advice and guidance.
- Analysing and presenting information.
- Evaluating information to support action.
- Proficient in all Microsoft Office Applications.
- Leadership.
- Influencing.
- Communication.
- Commercial acumen.
- Client and employee focus.
- Understanding the business.
- Decision making.
- Continuous improvement.

Contact Donna McGurk on 028 8676 0044 for a confidential chat or submit your CV via the link.

The Company reserves the right to vary criteria at the shortlisting stage.

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