# **PERSON SPECIFICATION: HR Advisor (Band 8) POST REFERENCE: 101087**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | CIPD Foundation Level 3 Certificate in Human Resource Practice (F) (I) | CIPD Level 5 Intermediate Diploma in HR Management (F) (I)  CIPD Level 3 Certificate in Learning & Development (F) (I) |
| * **Work or other relevant experience** | Recent experience working in a Human Resources environment (F) (R) (I)  Knowledge and understanding of Employment Law (F) (I)  Experience of inputting and retrieval of information using a computerised database (F) (I)  Demonstrate a working knowledge of HR Policies and Procedures (F) (I) | Recent Local Government or Public Sector experience within a HR Function (F) (I)  Recent HR experience within an Educational setting (F) (I)  Application of Local Government Pay and Conditions of Service (F) (I)  Application of Teachers Pay and Conditions of Service (F) (I)  Experience of Absence Management (F) (I)  Experience of Recruitment (F) (I)  Working knowledge & application of HR in Schools (F)(I) |

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| REQUIREMENTS | ESSENTIAL CRITERIA | DESIRABLE CRITERIA | |
| * **Skills, abilities, knowledge and competencies** | Effective and proven interpersonal & communication (verbal and written) skills (I) (F) (R)  Ability to prioritise, plan and manage a varied workload (F) (I) (R)  Ability to cope with a diverse workload with conflicting demands and meet associated deadlines (F) (I) (R)  Evidence of ability to undertake research and obtain information from a variety of sources and present findings to Senior Colleagues (F) (I)  Ability to give sound professional advice and build effective and productive working relationships; and in particular having the self-confidence and perspective to facilitate open and honest relationships (F) (I) (R) | tieodeo | |
| * + **General competencies** | Experience of working effectively as part of a team (F) (I) (R)  Commitment of providing high quality services to customers (F) (I)  Proven experience of being able to cope in difficult situations and people (F) (I) (R)  Commitment to personal development/improvement (F) (I) |  | |
| **ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.