

 **HEAD OF HUMAN RESOURCES**

 **£48,581 plus benefits**

We have an exciting opportunity for a talented and experienced Human Resources leader with a passion for developing, implementing and delivering key organisational Human Resource strategies. If you are comfortable working in a fast paced, dynamic, organisation during periods of organisational change and have the credibility to lead and influence at the most senior level we would love to hear from you.

We were recently rated as ‘good’ across all three pillars of the HMICFRS inspection, and we consider ourselves to be a high performing, innovative organisation that is well regarded by the communities we serve and the partner agencies with which we do business.

The Service values and respects the diversity of its employees, and aims to recruit a workforce that represents the communities we serve. We welcome applications irrespective of people’s race, disability, gender, sexual orientation, religion or belief, age, gender identity, marriage and civil partnership, pregnancy and maternity.

**The Role**

This role is vital in the delivery of key elements of our Organisational Development Strategy, which will ultimately ensure the continuous development of our workforce. This role is integral to promoting high performance, high productivity, improvement and an ownership culture. This is an essential role within the leadership team providing drive, innovation, and advice to maximise all organisational resources and deliver exceptional services to our communities and key stakeholders.

You will ensure actions by, and advice from, the HR, L&OD teams is compliant with current legislation, regulations and relevant guidance; as you champion positive employer-employee relationships. You will bring experience of working with staff, managers and representative bodies to foster a diverse and inclusive workforce, with a spirit of teamwork and collaboration that allows for openness, creative thinking, and cohesion.

**Required Skills/Experience:**

* An experienced Human Resources leader, committed to your personal development through active membership of the Chartered Institute for Personnel Development (Graduate or above);
* Experience of providing sound, strategic Human Resource advice and guidance to a Senior Management Team and key business stakeholders;
* Sound decision-making in a complex, multifunctional environment;
* Experience in leading dynamic and professional Human Resource and related functions, using a business partnering ethos.
* Skilled in the areas of organisational design, leadership development and coaching, culture development, talent and succession, performance management, reward strategy and employment law.

**What we can offer you**

Tyne and Wear Fire and Rescue Service Headquarters are based in a purpose built office in Washington, with ample free parking and easy access from the A1 and A19. On site facilities include catering facilities and gym. We provide an attractive benefits package, including the Local Government Pension Scheme, and access to a range of social and volunteering opportunities.

**Informal contact welcome: John Rawling, Interim Lead for HR, Learning and Organisational Development on** **john.rawling@twfire.gov.uk**

Closing Date: 10 November 2019 at 1700 hours.

Interview and assessment: 22 November 2019

Further information on our Organisational Development Strategy can be found on our website: <https://www.twfire.gov.uk/about-us/what-we-do/our-strategies/>

