

Human Resources

Business Partner

Person Specification

We will use these criteria to assess your suitability for the job.

Essential

1. Experience of working professionally and effectively in two or more of the following areas of HR work: case work, employee relations, organisational development, organisational reviews or HR Policy Development.
2. Experience of advising and guiding managers on aspects of change management including but not limited to employee engagement strategies, Trade Union consultation, delivering training and coaching/mentoring.
3. Up to date knowledge of employment legislation, case law and current HR issues facing local government and how these affect HR policy development and practice
4. Confident, conscientious with a strong customer focus.
5. Professional curiosity.
6. Ability to persuade/influence others and to apply critical reasoning.
7. Ability to meet difficult challenges through use of personal initiative and work prioritisation.
8. A committed team ethos with a flexible and collaborative approach to work.
9. Ability to act discreetly and maintain confidentiality.
10. Excellent written and verbal communications skills.
11. CIPD accredited qualification at degree level or equivalent
12. Committed to diversity and anti-discrimination strategies.

Desirable

- Experience of working within HR in a Local Government setting
- Experience of Job Design and/or Job Evaluation
- Experience of complex case work
- Knowledge or awareness of Safeguarding within an HR setting

Our Values

Do you share our values of **proud**, **fair**, and **ambitious**?