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People Business Partner

**Purpose:**

The People Business Partner delivers HR plans aligned with Brandon’s strategy, working across People functions to provide high-quality support. The role is central to implementing a new HR model and driving cultural and operational change.

Combining HR expertise with business insight, it ensures effective planning and hands-on support. It involves coaching, supporting, and constructively challenging managers to improve performance through people.

Acting as an ambassador for the People function, the role demonstrates its value by contributing to key performance indicators. It also provides operational insight to align workforce strategies with business priorities, working closely with the wider People team.

**Objectives:**

**Strategic Partnership and Planning**

* Develop and deliver people plans aligned to Brandon’s strategy and local area needs.
* Partner with managers to drive performance through people-focused interventions and change programmes.
* Collaborate with stakeholders across the organisation and the People Team to anticipate business needs and proactively deliver tailored HR solutions that foster growth and adaptability.
* Lead restructures, TUPE, and workforce design aligned with service and business priorities.

**Employee Relations**

* Provide expert advice on employee relations, managing complex cases and employment tribunals.
* Coach managers to handle ER issues effectively, building their capability to navigate sensitive situations with confidence.
* Ensure consistent application of ER processes across the organisation, fostering fairness and compliance.
* Support early resolution of attendance, grievance, and capability issues.
* Work constructively with trade unions to maintain positive working relationships.

**EDI, Wellbeing, and Policy Development**

* Drive Equality, Diversity, and Inclusion initiatives, embedding them within policies and practices to ensure an inclusive and supportive workplace.
* Develop and implement Wellbeing programmes that support employees’ mental, physical, and emotional health.
* Lead on policy development and review, ensuring alignment with organisational values and compliance with legal requirements.

**Performance and Capability**

* Coach and develop managers to build high-performing, values-led teams.
* Support succession planning, performance management, and leadership development.
* Own the area capability plan, ensuring the right skills and behaviours are in place.

**Influencing and Relationship Building**

* Utilise exceptional influencing skills to shape stakeholders’ perspectives and drive alignment on key initiatives.
* Foster collaborative relationships across teams, acting as a trusted advisor to senior leaders, managers, and colleagues within the People Team.
* Facilitate dialogue and workshops to engage teams, align on strategic objectives, and build consensus**.**

**Resourcing and Workforce Planning**

* Contribute to resourcing forecasts and advise on workforce risks and optimisation.
* Support onboarding and internal movement in collaboration with the Talent team.

**HR Analytics and Insights**

* Analyse workforce data to identify trends, assess organisational health, and inform strategic decisions.
* Provide actionable insights and recommendations to senior leaders, leveraging data to support workforce planning and cultural initiatives.
* Track and report on the impact of HR strategies and initiatives, ensuring alignment with business objectives.

**Key Relationships**

* Head of People and Workforce Governance – Line Manager
* Employee Relations and Workforce Governance Lead
* People Business Partners
* Operational Area Managers and Locality Managers.
* Heads of support functions.
* Trade Unions
* People Service Centre.

**FUNCTIONAL SKILLS**

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| **Data Literacy** | | | | |  | **Digital Skills** | | | | |  | **Governance and Compliance** | | | | |  | **Financial Awareness** | | | | |  | **Health and Safety** | | | | |
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| **Inclusion** | | | | |  |
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#### TECHNICAL SKILLS

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| **Employee Relations** | | | | |  | **Organisational Development and Design** | | | | |  | **People Analytics** | | | | |  | **Talent Management** | | | | |  | **Reward** | | | | |
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| **Wellbeing** | | | | |  | **Employee Experience** | | | | |  |
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#### BEHAVIOURS

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| **Equip** | | | | |  | **Involve** | | | | |  | **Support** | | | | |  | **Recognise** | | | | |  | **Challenge** | | | | |
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#### MANAGEMENT AND LEADERSHIP

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| **Coaching and Mentoring** | | | | |  | **Team Building** | | | | |  | **Performance Management** | | | | |  | **Employee Engagement** | | | | |  | **Workforce Development** | | | | |
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| **Conflict Resolution** | | | | |  | **Equity, Diversity and Inclusion** | | | | |  | **Empowerment and Delegation** | | | | |  | **Psychological Safety and Wellbeing** | | | | |  |
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COMPETENCIES

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| **Active Listening** | | | | |  | **Commercial Awareness** | | | | |  | **Conflict Resolution** | | | | |  | **Consultation** | | | | |  | **Critical Thinking** | | | | |
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| **Influencing and Persuading** | | | | |  | **Planning and Organising** | | | | |  | **Problem Solving** | | | | |  | **Stakeholder Management** | | | | |  | **Writing and Reporting** | | | | |
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