

Yorkshire Housing Role Profile

Job title:	HR Business Partner	Leader of others:	Yes
Reports to:	Senior HR Business Partner	Contract type:	Agile Homeworking
Business Area	People and Culture	Budget holder?	No

Job purpose

The HR Business Partner supports Yorkshire Housing to achieve its priorities through its people by providing proactive and value-add strategic and operational HR partnering to managers and senior leaders within their designated business areas.

Reporting to the Senior HR Business Partner, the role holder works with their business area to design and deliver their people plans– whether that’s actions to help embed a performance management culture, getting involved in the design of roles and team structures, facilitating a talent review or advising on a challenging performance issue – the HRBP acts as the ‘people expert’ and the trusted partner to management teams in their areas.

The HRBP builds credibility and professional relationships with their customers, using data and insights, external best practice and research to highlight themes and trends and work collaboratively to deliver actions for improvements.

As a custodian of our culture, values and behaviours, the role holder will champion customer obsession and outcome-orientated delivery in everything they do.

Key responsibilities

Partnering with the business

- Build trusted relationships with managers and colleagues at all levels within your business areas to help you to really understand their business goals and priorities but also their challenges and the realities of the ‘day job’ for managers and colleagues.
- Provide coaching, guidance and challenge to managers and colleagues– you’ll know when to step in and to assert your professional perspective in a helpful and positive way.
- Drive the development and delivery of local people plans and activities that enables high performance and engagement and a colleague experience which contributes to YH being an employer of choice. People plans will include (not limited to!) people metrics and insights, and include actions and interventions around employee engagement and experience, management development, talent management and development, succession and resource planning.
- Work with your colleagues to interpret key people performance indicators – turning data into meaningful insights and use to help you provide appropriate challenge and focus to managers on areas for improvement.
- Support a shift in our approach to supporting people issues, taking a pragmatic, resolution, adult to adult approach with the ability to work through the legal framework when needed.
- Ensure that technical advice provided to your business areas is objective, legally sound and appropriately reflects the level of organisational risk.
- Work closely with the Learning and Organisation Development Partners to provide an effective, joined up service to your business area.
- Support the Senior HRBP and Head of People to deliver complex or organisational wide change programmes.

Delivering the People and Culture Strategy

- Research and network to identify HR best practice, new ideas and innovation. Use this alongside your organisational insight to achieve successful delivery of our strategy.
- Take responsibility and ownership for delivering a range of projects within the People and Culture Strategy and business plan.
- Identify opportunities to improve performance and capability within your business areas, with a focus on developing manager capability and behaviours, providing coaching and guidance to managers.
- Work collaboratively with colleagues across the People Team to lead and drive our desired culture, ensuring that people policies, processes and ways of working reflect current legislation, best practice and our values and that they enable managers to have the scope and flexibility to manage their people effectively and positively while delivering our customer obsession.
- Play a key role in delivering our Diversity, Inclusion and Belonging agenda to ensure that Yorkshire Housing is a truly inclusive employer.
- Responsible for the coaching and development of the People and Culture Advisors, alongside the other HRBPs.

What you'll bring to the role

The main things:

Experience

- An experienced HR professional with a successful track record of strategic business partnering to senior leaders and their teams in a fast-paced, change environment.
- Extensive employee relations/employment law knowledge, able to demonstrate management of complex ER issues across the spectrum including disciplinary, grievance, capability/performance issues, absence, restructuring and redundancy consultations.
- Experience of job and organisational design
- Has worked with HR data to produce meaningful analysis, information and insights – and can demonstrate how this work has improved people performance outcomes.
- Able to “read” key performance metrics and contribute to business focused conversations.
- Experience of supporting talent and succession reviews and plans.

Personal skills

- Naturally curious and an independent thinker who looks externally and is prepared to push established boundaries and norms to achieve the best outcome.
- Strong interpersonal skills, a strong team player who influences others positively.
- Establishes trusted professional relationships quickly; demonstrates gravitas in managing the expectations/needs of customers.
- Positive, can do approach
- Highly adaptable, and able to work comfortably at pace and with ambiguity.
- Takes personal ownership and accountability for decisions, actions and deadlines.
- Has courage, maturity and is calm under pressure.
- Strong written skills, including experience of preparing succinct, professional reports.
- A natural coach, able to support and develop others.
- Has a systematic approach to planning and controlling project work.
- Works collaboratively with colleagues at all levels and demonstrates a willingness to “roll your sleeves up” to get the job done.
- Demonstrates a strong commitment to equality, diversity and inclusion

It would be a bonus if you have:

- Experience of working in an agile organisation
- Chartered MCIPD (or equivalent level qualification)
- Strategic business partnering experience in a customer experience environment.

Our values:

Our values describe what matters most to us, and what our colleagues should expect from each other. We're all expected to show how we support and live up to these values in our work.

Create trust • Do the right thing, not the easy thing • Be honest and open • Do what you say.

Be curious • Think differently • Ask questions • Keep learning.

Make it happen • Own it • Do it • Be empowered.

Achieve impact • Do things that matter • Deliver results • Show pride and passion.

Have fun • Enjoy work • Be yourself • Stay connected.

We want colleagues to feel free to be themselves - so we're all responsible for making sure we promote a culture of equality, diversity and inclusion. And, as you'd expect, we're responsible for our own health and safety, following our policies and doing any training needed for our roles.