

Group HR Business Partner (Operations) – Sanderson Design Group

An exciting opportunity has arisen for an experienced Group HR Business Partner to join our team, supporting the operational plan to achieve our core purpose, 'to bring the beautiful into people's homes and lives'. The Group HRBP will play a pivotal role to the Operations function by working closely with both our factories, Anstey Wallpaper Factory based in Loughborough and Standfast & Barracks based in Lancaster, as well as Distribution and Supply Chain departments.

Role

As a Group HRBP, you will lead the execution of strategic people initiatives working with teams, building partnerships with managers and key stakeholders to help build organisation and people capability, creating, shaping and implementing influential people strategies and activities within Sanderson Design Group.

Acting as a coach to business leaders and being comfortable asserting your opinion by sharing perspectives to drive the right outcomes for the business. Have an excellent understanding of the organisation, its strategy and customers, and the people challenges SDG faces while demonstrating the value HR brings to the table. Providing proactive support to create the culture and people approach to enable the business strategy using data, practical HR solutions, metrics, and evidence to inform and drive decision making and change. Offering HR expertise to identify opportunities to improve employee life cycle, performance, productivity, and competitiveness of SDG; formulating, partnering, collaborating, gaining buy-in, and executing accordingly to create a Great Place to Work.

Responsibilities

- Lead, guide, support and develop HR Operations team to deliver an exceptional level of service as an HR Business Partner
- Exhibit agility, flexibility and remain open-minded; listening and learning before jumping in to solve issues. Solutions must be grounded in an understanding of the needs of the employees and the needs of the business
- Support and coach line managers within designated client groups on all aspects of People Management, ensuring that high quality, appropriate advice is given, encouraging line managers to take ownership of their people issues, developing confidence in people management
- Ensure alignment and consistency of policies and practices. Ensure all employee relations issues are handled effectively and consistently with minimal risk to the business. Ensure all advice and guidance offered is compliant with employment legislation and company policies and procedures, with consideration of the commercial needs of the business
- Support business leaders to implement organisational change initiatives. Ensure that operational knowledge of the client group is considered at the decision-making stage, identifying people risks and mitigate these where appropriate to ensure the client group are equipped to meet the company strategies.
- Support business leaders with communication plans for all strategic change and support the implementation of organisation design change initiatives. Assist line managers to build internal capacity for change management

- Design and maintain People & Talent plans for defined business areas in line with the sustainability strategy and people initiatives across employee engagement, organisational development, people and culture change, talent, and succession
- Ensure proper staffing and a detailed timeline to execute global HR programmes and processes per the agreed standard HR calendar, including performance management, talent review, pay review, broad banding, and seasonal programmes
- Lead and deliver the Annual Pay Review and Compliance review process utilising administrative support from the HR team where appropriate
- Identify any key HR issues and work with the Group HR Director as appropriate to help to influence the long-term people strategy
- Facilitate delivery of an ongoing performance management review, reinforcing the importance of continuous and honest feedback
- Report on key performance measures across the groups, analyse data and provide insight and recommendations
- Proactively supports the delivery of HR Processes across the Group and provides valuable input and expertise to your groups in complex employment relations, policies and practices, and engagement
- Define SMART objectives of the HR operations function to develop and implement them in line with business plans and ensure they are flexible enough to cope with changes as and when they occur
- Design and maintain an organisation people plan to improve employee engagement performance by delivering the action plans with the business leads
- Recruit, train, lead, motivate, develop, and ensure that training and development needs are understood and met. Succession plans are in place, particularly for areas with limited subject matter expertise
- Proactively promote the HR operations to the business, building and maintaining stakeholder relationships at all levels and regularly reporting to internal customers the health of services delivered to them
- Effectively manage performance and day-to-day operations and proactively strive to understand customer feedback to identify opportunities for continuous improvement, translating this into clear plans for delivery, measurement and ongoing review and development
- Ensure that effective, auditable controls are in place for all processes and that SLAs are in place and monitored
- Undertake wider project work relating to HR and business change and be accountable for the successful delivery of them

Skills & Experience

- Resilient HR practitioner with experience gained at management level and some experience of business partnering in a unionised environment
- Ability to understand business strategy, aims and goals and recommend approaches that support the strategy, challenging the status quo and the BU leader to be better, where necessary
- Strong influencing, project management and change management skills with the gravitas to command professional respect at all levels
- The ability to leverage technology (ADP & iHCM2) to increase efficiency and drive business results
- Able to utilise and interpret data to inform decision making

- The courage to be direct and openly share perspectives and push leaders to make effective decisions while dealing in the “grey”
- Adept at handling difficult individuals to gain positive and constructive outcomes
- A true commercial, pragmatic, and hands-on approach, someone who fully immerses themselves within groups, has their finger on the pulse and possesses strong business acumen
- A passion to drive through on people strategy
- Confident, calm, and credible with excellent communication and relationship building skills
- The ability to connect and engage with people at all levels, both internally and externally; bringing external practices to bear on the plans for the organisation
- Ability to work independently and interdependently, as required
- Strong time management skills with the ability to prioritise
- Strong analytical and problem-solving ability
- Solid understanding of UK Employment Law
- Strong management skills: 1 direct report

Behaviours & Qualifications

- Excellent interpersonal skills, adaptability to different situations and styles and the ability to build credible relationships at all levels
- Customer focused and commercially aware, able to manage ambiguity and achieve results
- Strong coaching, facilitating, and influencing skills with coaching qualifications
- Ability to synthesize information from various sources, conversations, and experiences to create a point of view, gain stakeholder buy-in, develop an action plan and execute.
- Resilient, calm, objective, driven, flexible
- Lives the SDG values (intrepid, imaginative, and respectful)
- University degree and/or equivalent, preferably in a HR discipline
- CIPD qualified
- Highly proficient in Microsoft applications
- Driver’s license, occasional travel required in the role

About us