

Job Title: Group Director of People

Role Purpose:

To develop and deliver Peabody's People Strategy, including a compelling Colleague Offer that will attract and retain the talented colleagues necessary to deliver the group's ambitious strategy. To provide inspirational and empowering leadership of the People team.

Key Activity/Success Metrics:

Strategic Partnering and Operations

Build, develop and motivate a client focused team, which has the ability to strategically partner with the business (including by Region), deliver high levels of professional, proactive, and effective expertise and advice, as well as the flexibility and agility to respond to new and changing priorities.

Develop and implement a long-term colleague relations strategy. Deliver through the People Relations & Wellbeing Team.

Accountable for the delivery of a customer centric, efficient, and effective People Operations service; including transactional activity, policy development, people data and analytics, safeguarding in employment and systems management.

Develop and implement a series of measurable key performance indicators and people analytics to support strategic decision-making and monitor progress against the People service delivery.

Maintain, develop, and evolve our approach to individual and collective relationships between colleagues and the organisation, through the Colleague Forum and Unions.

Peabody Academy and Colleague Experience

Invest in our people (colleagues and residents) through a strategically aligned professional development and learning provision, through the delivery of the Peabody Academy.

Enhance our approach to leadership to ensure that it fully aligns with our values and desired organisational culture, by building leadership and management capability to ensure that Peabody is equipped and resourced to manage and deliver ongoing transformational change and continuous improvement.

Be responsible for the strategic organisational development of Peabody, enabling it to deliver on its group priorities, ensuring our values are fully embedded in the colleague lifecycle, thus creating an inclusive and positive workplace.

Drive the development and promotion of a leading employer brand throughout the employee lifecycle.

Ensure that our employment offer, including colleague recognition, reward and benefits, aligns with our strategic ambition, incentivises teamwork and collaboration, and reflects the changing needs of a diverse workforce.

Advise on and guide the development and implementation of new approaches to support collaborative, adaptable and digitally enabled working, providing our people with new opportunities to widen their experience, reskill and upskill, and realise their full potential.

Build and develop an effective talent and resourcing function that continuously improves candidate and hiring manager experience, quality of onboarding, and delivers operational hiring plans to source diverse and best in class talent.

Accountable for providing strategic direction on colleague experience, engagement, health and wellbeing.

Requirements for the role:

- Chartered Member of the Chartered Institute of Personnel & Development with extensive experience in an HR leadership role within a complex organisation.
- Depth and breadth of wide ranging, organisational transformation experience, gained in complex organisations of scale.
- A track-record of developing and aligning People strategies to the business and leading teams to ensure the highest quality execution and delivery. Proven experience of delivering through people by collaborating, leveraging relationships and building capability.
- A successful track record of embodying and reinforcing a positive, cohesive, customer and values-centric approach.
- Strong financial literacy, with experience in managing a significant budget and knowledge of corporate budgeting and financial processes.
- Personal resilience – experience of working effectively and of leading a team successfully during periods of sustained pressure, scrutiny and ambiguity.
- An active listener, focussed on the needs of the business, providing tailored, innovative solutions that go beyond traditional HR processes and policies.

Leadership Responsibilities

- As a member of the Leadership Team, make a major contribution to the strategic direction of the organisation, supporting and enabling the delivery of the Group Strategy.
- Demonstrate strong leadership skills to help to build a diverse and inclusive organisation; ensuring that EDI principles are fully embedded in the attraction, recruitment, development and retention of your teams and within the delivery of our services.
- Be a confident role model and leader, ensuring you reflect the values of the organisation. Know what it takes to motivate your team and ensure they have the right tools to do the job.
- Empower your teams to develop and grow, leading with trust and showing appreciation.