

<b>Job title:</b>	<b>Strategic Partner</b>
<b>Line manager:</b>	<b>Head of Strategic Partnering</b>
<b>Grade (if applicable):</b>	<b>1</b>
<b>Direct reports:</b>	<b>People Consultant</b>

## Role purpose:

The Strategic Partner role acts as a key partner to leaders across business directorates and the localities to execute the people strategy, by supporting growth and performance in line with the group strategy, vision, and strategic priorities. This role will deliver high level strategic, and cultural people practices across the business and be a broker for services into the business from other parts of the People and Culture Team.

## Key results:

- Work with our leaders to define people priorities that align with the experience we want to create for our colleagues based upon data, insight, strategic direction, and best practice.
- Work with the wider PAC team and business to co-design and deliver the right people programmes and initiatives for their business area
- Contribute to business thinking and activity, acting as an expert on the business area; the Strategic Partner will have an in-depth understanding of the key challenges, risks and opportunities within their portfolio and understand how external economic factors will impact the business and therefore people related decisions
- Generates synergies between other Strategic Partners (IT, Finance, Comms) roles across different functions to bring clarity over responsibilities and avoid duplication of time and effort
- Understands operational constraints which may impact on strategic delivery; ability to work fast and deliver a quick fix when appropriate, has good ideas that translate into well engineered solutions that are cost effective, robust, and easy to use
- Generates insight from data and evidence. Use analytics that drive value creation, enabling a shift towards a performance and customer centric organisation. — Drives operational decision making, uses data analytics to identify trends, issues and changes within the business.
- Uses and applies evidence to support and develop business cases or strategies and encourages business leaders to take ownership of their people.
- Acts as a trusted advisor, and develops relationships with key sponsors and stakeholders, defuses conflict; coaches and influences people to work together
- Act as an integral part of the business area leadership team (implant)
- Encourages enterprise-wide change where possible and clearly identifies business area specific change
- Leads on local projects, sourcing internal expertise where needed (E.g., transformation work, TUPE), influencing the nature and scope of a project/strategy
- Delivers locals plans to implement the Group People Strategy
- As the business transforms, the Strategic Partner needs to evolve, responding to feedback and continually refocusing to align with business priorities.
- Deputise for the Head of Service where required

## Success metrics:

- Plans, forecasts, coordinates and brokers People and Culture activity, including creating, embedding, and delivering Local People Plans
- Have the drive to achieve measurable results through constant improvement
- Takes a thoughtful and strategic approach, challenges assumptions and asks questions to get people to rethink a problem. Opens up new possibilities and changes thinking about an issue
- Quickly embeds within a business area to become part of the Senior Leadership Team (SLT),

**Version Date:**

**Signed off by:**

- Works with the SLT to deliver diversity and inclusion interventions to raise awareness, encourage open and honest conversations to allow our colleagues to be themselves at work.
- Can demonstrate an in-depth understanding of their business area and how this impacts local plans to implement the People Strategy
- Identify and articulate value drivers within the business areas; aligning technology and tools to the requirements of the business

## About you:

### You will be:

- Decisive, clear, and direct in views; influential in shaping the nature and scope of a project/strategy.
- Able to step back and see the larger implications of decisions made at a local level and able to ensure that these align to both the People Strategy and Group Inaugural Business Plan and Strategy.
- Prepared to raise and confront difficult issues. Asks pertinent questions, challenges the norms and be curious
- Be able to demonstrate a commercial mindset, and evidence that you understand what is happening in the wider sector and across the HR profession
- A good networker, someone who will be able to bring back new thinking into the team

### You will have:

- Excellent technical and professional knowledge. Be clearly up to date with employment trends and best practice inside and outside of the sector
- Have excellent analytical skills and be able to translate data into narrative to support business decisions
- MCIPD qualified, degree or equivalent experience.
- Have experience of operating in a senior role with the confidence to engage and influence at senior level.
- Prior generalist experience in a Business Partnering role
- Experience in leading, driving and delivering projects.
- A mind-set of continuous improvement, self-motivation, and strategic thinking.
- Ability to apply critical, creative thinking and evidence to constructively challenge the status quo with credibility.