

People Partner

Job Level	4	Kornferry Function	<i>HRX</i>
Directorate	ISD	Function/Service	People Services
Direct Reports	0	Indirect Reports	0
Line Manager Title	People Partnering Lead	Budgetary Responsibility	<i>N/A</i>

The Leadership and Management of our people is critical to us as an organisation. The responsibilities and expectations of Leaders and Managers at this level can be found in [Our Leadership Framework - RedRoom](#).

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

Role description:	
Purpose	<p>This role will partner with key leaders across the organisation and support, advise and challenge on all aspects of people management and change. This includes our employees, volunteers and young people. The role will build relationships with assigned stakeholder groups and gain insight into their business areas; ensuring a 'first time fix' approach is taken to leader needs.</p> <p>This is the critical conduit role of People Services; connecting People Services with the organisation and delivering our products and initiatives in a way that enables impact.</p> <p>This role will connect with specialist teams in People Services to access expertise required to solve challenges with leaders.</p>
Key Responsibilities	<p>People Partnering & Advisory</p> <ul style="list-style-type: none"> • Be the first point of contact for leaders on a range of people issues with which they need coaching and guidance • Partner with assigned organisational area to establish strong, influential relationships with leaders, using insight and credibility to shape people practices and respond to evolving challenges • Act as coach and advisor to leaders for early change discussions; diagnosing needs and providing options for moving through change; balancing commercial needs and people experience • Have an understanding of people policy spanning employee and volunteer policy; applying this knowledge to advice <p>Strategic Projects & Delivery</p> <ul style="list-style-type: none"> • Act as the delivery agent for key people projects; rolling out activity in organisational areas

	<ul style="list-style-type: none"> • Partner and act as a critical friend to key areas of People Services in order to act as a key agent in the design and delivery of the People Strategy and People Projects in your organisational area • Advise and deliver initiatives across the full range of the People Services offer, including reward, experience, talent, performance management, EDI, wellbeing, volunteering and youth <p>Data, Insight & Capability Building</p> <ul style="list-style-type: none"> • Empower leadership through robust data and insight packs, continuously improving quality to drive strategic decisions and organisational priorities • Establish knowledge gaps amongst our management population and respond with learning intervention (for example workshop on pay framework); collaborating with team and wider People Services colleagues • Identify gaps in manager capability and lead the development of practical learning interventions—such as workshops or toolkits—working closely with People Services colleagues <p>Operational Excellence</p> <ul style="list-style-type: none"> • Take ownership of varied and often complex queries and work packages, aiming to resolve them effectively, while knowing when to escalate or collaborate • Act as the first point of contact for pay-related queries, providing accurate guidance and resolution in line with policy, principles, and best practice. Support the implementation and communication of annual pay awards, partnering with stakeholders to ensure smooth rollout and employee understanding • Undertake talent management activity in assigned areas; supporting managers in their approach and actions • Work with leaders on workforce planning activity; looking across our employee and volunteer workforce • Drive process efficiency and continuous improvement by identifying, analysing, and optimizing work processes; share insights and collaborate with stakeholders to resolve issues and enhance effectiveness. <p>The responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.</p>
Know-how	<p>Knowledge and Skills</p> <ul style="list-style-type: none"> • Excellent problem-solving skills with the ability to be pragmatic in generating solutions and advising leaders/team members* • Ability to be pragmatic in generating solutions and advising leaders/team members* • People-centred approach* • Strong organisation skills; with the ability to manage competing, and at times complex, demands* • Good Stakeholder management with strong influencing skills* • Data literate, with ability to interpret and share reports and KPIs • Ability to coach or facilitate project work <p>Experience</p> <ul style="list-style-type: none"> • Experience in an HR Generalist advisory role*

	<ul style="list-style-type: none"> • Experience of influencing stakeholders* • Experience of building strong relationships with key stakeholders* • Experience of being service delivery focused* • Experience of working in People Services or similar team* • Experience in generating Business Insight* <p>Essential Criteria marked with *</p>
Additional Requirements	<p>Ability to travel for occasional team meetings quarterly.</p> <p>Understands and agrees with the Seven Fundamental Principles and the British Red Cross' Behavioural Principles.</p>

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/None
PVG- Scotland	Adult/ Child/ Adult & Child/ None
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/None
Driver Check	Yes/No
International Roles Only	
International Police Check	Yes/No
International Driving Licence for manual cars	Yes/No

Role Reference		Review Date	
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We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.