

What's it all about

As part of the People Development team, you will partner with leaders, L&D Partners, HRBPs and colleagues across NHG to deliver a consistent, values-aligned talent and performance offer. Reporting to the Head of Talent & Performance, you will support the design and delivery of performance, values and talent processes that help leaders identify, develop and retain talent. You will play a key role in strengthening leadership capability, embedding consistent performance expectations and supporting succession and talent-review activity across NHG.

How you'll make a difference

You will strengthen NHG's talent and performance culture by partnering with leaders, L&D Partners and HRBPs to embed consistent, values-aligned performance and talent practices. You'll help leaders identify and develop talent, support effective talent-review and succession processes, and build leadership capability across NHG. By enabling managers to apply performance expectations confidently and supporting the development of future talent pipelines, you will help NHG grow capability and create a positive, high-performing colleague experience.

How you'll do it

You'll work collaboratively with leaders, HRBPs, L&D Partners and colleagues across NHG to deliver consistent, high-quality talent and performance activity. This will include supporting performance and values frameworks, coordinating talent and succession processes, and helping develop leadership capability through structured development and targeted interventions. You'll help leaders apply performance expectations that focus not only on what colleagues deliver but also how they deliver it, embedding NHG's values consistently across all performance conversations. You'll use insights, talent data and workforce metrics to inform planning, guide prioritisation and help leaders make confident, evidence-based decisions about talent. You'll also work closely with the wider People Development team to ensure talent, leadership and performance activity aligns with organisational

priorities and contributes to a consistent, values-led colleague experience.

Talent Management & Succession Planning

- Support the delivery of NHG's talent-review and succession-planning processes, ensuring leaders identify potential, understand critical roles and plan for future capability needs
- Partner with HRBPs and leaders to facilitate consistent, evidence-based talent discussions that consider performance, potential, values and risk
- Help maintain and update talent data, succession plans and pipeline visibility, ensuring accurate information supports workforce planning and decision-making
- Support the development of high-potential and leadership-pipeline activity, ensuring colleagues receive the right development, support and opportunities to grow
- Use talent insights to highlight strengths, gaps, risks (including flight risk) and opportunities, enabling proactive action across directorates

Performance & Values

- Support the delivery of NHG's performance framework, ensuring leaders understand and apply clear expectations aligned to NHG's values
- Help embed a consistent approach to performance conversations, focusing on both what colleagues deliver and how they deliver it
- Partner with HRBPs and leaders to ensure performance processes are followed consistently, fairly and confidently across NHG
- Support capability uplift by helping leaders build confidence in giving feedback, assessing behaviours and holding high-quality performance conversations
- Use performance and workforce insights to highlight trends, risks and opportunities that inform People Development priorities

Leadership Development & Capability

- Support the design and delivery of leadership and management development activity that strengthens capability and embeds NHG's values
- Deliver leadership, management and performance-focused sessions, workshops and interventions, ensuring consistent, engaging and high-quality colleague experience.
- Partner with L&D colleagues to ensure leadership development content aligns with organisational priorities and complements the wider People Development offer
- Help embed NHG's values within leadership development, ensuring managers understand both the what and the how of expected behaviours
- Use insights from leadership and capability programmes to identify strengths, gaps and development needs across directorates

Engagement & Employee Listening

- Gather feedback from leaders and colleagues on performance, talent and leadership development activity to understand impact and improvement areas
- Use insights from performance conversations, talent reviews and leadership programmes to shape priorities and guide continuous improvement
- Work with HRBPs to understand local talent, capability and performance needs, ensuring listening informs decision-making
- Share themes and insights with the Head of T&P and People Development colleagues to refine tools, processes and development interventions

Policy & Compliance

- Support the consistent application of NHG's performance, values and talent frameworks, ensuring leaders understand expectations and follow agreed processes
- Help maintain accurate talent and performance information, supporting audit
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- readiness and strong data governance across People Development.
- Ensure all talent and performance activity aligns with NHG's values, policies and equality, diversity and inclusion expectations.
- Work with HRBPs and leaders to ensure performance and talent decisions are fair, evidence-based and compliant with organisational standards

All about you

Essential knowledge, experience and skills including qualifications and professional membership

- Experience supporting or delivering talent, performance or leadership-development activity within a complex organisation
- Understanding of performance frameworks, values-based behaviours and talent-review processes
- Ability to use talent, performance and workforce insights to inform decisions and guide development planning
- Experience partnering with leaders, HRBPs and colleagues to support consistent people processes

Skills & Attributes

- Strong relationship-building and stakeholder-management skills
- Confident facilitator able to deliver engaging sessions and discussions
- Organised, proactive and comfortable managing multiple priorities
- Passionate and personally committed to values, inclusion and positive colleague experience

Qualifications

- Relevant experience in talent, learning, HR or organisational development.



Working better together
for our residents

- CIPD or equivalent experience is desirable but not essential (or willingness to work towards one)