

# Senior HR Business Partner

> People Directorate > Human resources

## What's it all about

The Senior HR Business owns, shapes and delivers the People Plan for a major portfolio, partnering senior leaders to drive organisational performance, ensure future workforce capability, and elevate leadership performance and culture. Acting as the strategic interface between the business and all HR Centres of Expertise (CoEs), the Senior HRBP ensures insight-led, future-focused people solutions.

The Senior HRBP leads, coaches and develops HRBPs (and others), ensuring a consistently high standard of partnering across the People directorate.

## How you'll make a difference

You will influence senior decision-making and priorities and enable long-term organisational success by:

- Create and lead People Plans that drive improvements in performance, capability and culture (and link to the overarching People strategy);
- Anticipate risks, shape long-term workforce planning and organisational design;
- Enable and embed major and evolutionary change;
- Identify and lead talent, succession and performance initiatives and processes to ensure the organisation is future-ready;
- Strengthen leadership capability through coaching, challenge and strategic insight;
- Ensure all People CoE activity is well-sequenced, consistent and aligned to business priorities;
- Lead and develop a confident, high-performing HRBP team who deliver impactful HR partnering and support.

The difference you make will be evident through clear and efficient organisational structures, strong visible leadership behaviours, improved workforce outcomes and a great colleague experience – ultimately strengthening organisational performance, key results and the overall customer experience.

## How you'll do it

- Own, shape and deliver the People Plan for your areas, ensuring alignment to organisational strategy and priorities.

- Partner senior leaders on organisational effectiveness, leadership, culture, performance and long-term workforce decisions.
- Provide the strategic link into ER, Recruitment, People Development and Reward CoEs.
- Lead, coach and develop HRBPs (and others), ensuring clear objectives, quality delivery and continuous improvement.
- Lead strategic workforce planning and oversee future capability development.
- Lead large-scale organisational design and major transformation programmes.
- Anticipate workforce and ER risks, ensuring early insight, action and mitigation.
- Lead talent assessments, succession planning and performance cycles.
- Ensure HR standards, governance and frameworks are consistently applied.
- Act as senior escalation point for complex workforce, change, capability or other People / HR issues.
- Champion diversity, equality and inclusion by ensuring all people decisions, policies and practices are fair and aligned with organisational values; promote inclusive leadership behaviours, and work collaboratively across HR and CoEs to embed an inclusive culture
- Ensure that you follow and keep up to date with all relevant Notting Hill Genesis and statutory policies and related procedures including health and safety and financial regulations.
- Hybrid arrangements - at least three days a week in an office. On other days, working from home may be possible, depending on the work and the interaction required.

## All about you

### Behaviours for success

Our values set out what we stand for. You'll need to show us how you match them and how you'll behave to ensure those are visible when carrying out your work.

- Compassionate
- Progressive
- Dependable
- Inclusive
- Empowered

For each value, we've created example behaviours to help you understand our expectations in more detail. Please [refer to the framework](#). This role is at **manager** level.



Working better together  
for our residents

This is a people manager role. Please [refer to our people manager standards](#).

**Essential knowledge, experience and skills including qualifications and professional membership**

- Senior level HR partnering in a complex, multidisciplinary environment
- Extensive experience in strategic workforce planning, organisational design and embedding change
- Strong leadership, coaching and influencing experience at C-suite level
- Confident use of a full range of people analytics to drive insight, prioritisation, strategy and action
- Excellent relationship-building, consultancy, judgement and problem-solving skills
- Experience managing, coaching and developing a team of HR professionals
- Essential: CIPD Level 7 or equivalent qualification or demonstrated experience