

Kent County Council

Job Description: *Senior HR Business Adviser*

Date: April 2021

Directorate:	Strategic & Corporate Services
Unit/Section:	People & Communications - HR
Grade:	KR10
Responsible to:	HR/OD Manager

Purpose of the Job:

To enable managers to manage with competence and confidence, and in a way which enhances business performance by:

- Providing integrated advice on HR/OD issues to managers and partnership agencies across the County Council, in a way that is responsive to the changing needs of the organisation.
- Engaging with the business to understand their needs and priorities, to promote the HR/OD Offer and to build capacity.
- Developing, implementing and evaluating policies, systems, processes, guidance and tools in line with HR and OD strategies.

To be the function's lead/expert in a specialist area of HR as required.

Main duties and responsibilities

1. Provide business focused solutions, through the interpretation of employment legislation, policies and procedures, to senior managers, colleagues and external partnership agencies.
2. Manage a range of complex projects, in line with KCC's project and programme management approach, ensuring that the HR/OD delivery is solutions focused, risk relevant and delivered within agreed timescales. *Examples of project themes include: organisational design, reward, employment policy, equality & diversity, culture, resourcing and pensions.*
3. Engage and communicate with the business to understand their needs and priorities, sharing this to develop HR's collective knowledge of our services, and to promote and champion HR and OD strategies, initiatives and policies.
4. Enable managers to be self-sufficient through developing tools, designing & delivering webinars, e-learning and HR/OD surgeries and coaching.

5. Provide expert advice to managers on complex cases including disciplinary, performance & capability, issues or complaints and bullying & harassment, identifying and evaluating risks and ensuring that issues are resolved in a timely manner and in compliance with the procedures, KCC's practice and employment law.
6. Utilise data, analysis of data and metrics to inform and evaluate HR/OD support
7. Undertake research on specific issues with relevant external agencies and resources and/or within KCC to ensure that our employment practices, terms & conditions and total reward package are consistent with best practice and continue to represent the needs of the organisation.
8. Undertake activities which support HR/OD operational processes, leading on specific activities as required.
9. Continually develop professional skills and knowledge, sharing this and good practice examples with colleagues, in order to build capacity in the function.

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 Person Specification: Senior HR Business Adviser
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The following outlines the Minimum criteria for this post. Applicants who have a disability and who meet the minimum criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	MINIMUM
QUALIFICATIONS <i>(if essential)</i>	Possess CIPD level 7 or MCIPD.
EXPERIENCE	<p>Experience of providing professional, expert advice and guidance on the full range of HR/OD issues (<i>organisational design, reward, employment policy, equality & diversity, culture, resourcing and pensions</i>)</p> <p>Experience of partnership working</p> <p>Experience of working with trade unions</p> <p>Experience of project management</p>
SKILLS AND ABILITIES	<p>Excellent communication and interpersonal skills and ability to manage conflict and sensitive situations</p> <p>Ability to interpret complex policies, procedures and legislation and to communicate the impact appropriately</p> <p>Negotiation, persuasion and influencing skills</p> <p>Ability to prioritise and work to a range of timescales</p> <p>Ability to quickly build positive relationships and establish credibility with customers</p> <p>Ability to analyse and present data to inform management decision- making</p> <p>Ability to provide business focused solutions and advice</p>

	Ability to understand key issues quickly and to see the bigger picture.
KNOWLEDE	<p>Wide- ranging knowledge of relevant employment legislation</p> <p>Wide ranging knowledge of various terms & conditions of service</p> <p>Comprehensive knowledge of HR policies and procedures</p> <p>Detailed knowledge of how to align HR/OD with business objectives</p> <p>Awareness of recent HR/OD developments</p>
BEHAVIOURS	<p>Open</p> <p>Invite contribution and challenge</p> <p>Accountability</p>