

PEOPLE ENGAGEMENT AND COMMUNICATIONS PARTNER

We're making a difference: Together, we can ensure that there is enough water for everyone, now and in the future.

Portsmouth Water is delighted to be hiring for an opportunity to join our People Team as a People Engagement and Communications Partner, a role newly crafted to enhance our organisational synergy and connectivity.

As a People Engagement and Communications Partner, you will have ownership for developing and implementing internal communication and employee engagement strategies aligned to our Company values, people plan, employee voice, employee value proposition (EVP), environmental, social and governance (ESG) objectives

What will you be doing?

Key Responsibilities

- Lead role in implementing internal communications roadmap aligned with our people plan and broader corporate strategy to enhance employee engagement, satisfaction, productivity, talent attraction and retention.
- Collaborate with executive and senior leadership teams to develop and deliver organisational change management communication plans within a complex unionised working environment.
- Deliver clear, effective content to build employee awareness of initiatives such as wellness, compensation and benefits, reward, and recognition, onboarding/off-boarding, learning, training, and career development as part of our overall EVP strategy.
- Develop and implement a Company website and Intranet content management strategy to ensure there is clear ownership for keeping information relevant and up to date.
- Create and schedule content across our key internal channels including The Tap, Engage and associated social communities.
- Measure the effectiveness of internal people communications and channels on an ongoing basis and make recommendations to review and amend as appropriate for accessible information and continuous improvement purposes.
- Implement two-way communication and feedback mechanisms for employee input and collaboration such as the People and Culture group.



320,000

Properties supplied
with water



170 Million

Litres of drinking
water per day



21

Natural water
sources

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Excellence | Integrity | Future Focus

£40,276 - £45,034

GRADE 7

+ Non-contractual bonus related to company performance of up to 6% of basic salary

Hours:

Full-time | Permanent

Holiday:

27 days increasing up to 31 days, plus bank holidays

Pension:

A generous pension scheme in which Portsmouth Water will contribute up to 15%

Life assurance:

The life assurance scheme provides a death in service lump sum benefit of 4 times pensionable salary

Volunteering:

You'll have the chance to participate in Portsmouth Water volunteering days.

CLOSING DATE: 20TH MARCH 2024



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Apply Today

If you have the skills and experience to excel as our People Engagement and Communications Partner, apply today at jobs@portsmouthwater.co.uk

We recognise people want to work in a variety of different ways, this means we are happy to consider flexible working arrangements. Please talk to us at the interview about the flexibility you may want.

We support equality, diversity and inclusion and encourage applications from all sections of society. The Company has a responsibility to ensure that all employees are eligible to work and live in the UK.

Due to the high volume of applications received we are unable to respond to unsuccessful candidates. If your application is of interest to us, we will normally contact you within 2 weeks of receiving your application.

[Apply Now](#)

- Develop and post social media and web content according to the company's social media strategy (LinkedIn, Facebook, TikTok, company website) as well as achieving corporate branding and marketing goals.
- Source and publish employee stories that bring our Company values to life and celebrate the achievements of our people.
- Provide expert internal engagement and communications guidance to strategic projects and business planning.
- Co-ordinate the bi-annual employee engagement survey (Your Voice Matters). Analyse and communicate employee engagement survey results, and partner with the People team, executive and senior leaders to drive actions to improve employee satisfaction from the feedback received.
- Deliver initiatives to increase participation in Your Voice Matters.
- Manage any contracts or service agreements with third party service providers to ensure value for money and return on investment.
- Support the Chief People Officer with running internal people or social events such as Future Focus: All Hands presentations, workshops, and the annual employee awards along with the relevant digital content or video recordings.

What do you need?

Skills Competencies & Qualifications

- Proven experience of developing and delivering internal communications and employee engagement strategies, roadmaps, and delivery plans to achieve ESG goals, drive Company values and enhance EVP.
- Holds a relevant qualification in communications, marketing, or a related field.
- Exceptional written and verbal communication skills including the ability to engage with all stakeholders and convey potentially complex information.
- Experience of developing a Company Intranet and digital communication channels using the Microsoft Viva suite including SharePoint and Engage.
- Strong project and programme management capabilities to deliver organisational change through effective, inclusive communication and engagement initiatives.
- Proven experience of planning, running, and evaluating communication and engagement campaigns, activities, and events aligned to external communication, community partnership and marketing/branding strategy.
- Excellent attention to detail, proofreading skills, analytical skills and a passion for all things employee engagement and communication.

What can Portsmouth Water offer you?



Pension Scheme



Flexible Working Opportunities



Professional Development



Employee Assistance Program



Life Assurance



Annual Salary Review



Holiday Entitlement

Excellence in water. Always.

Committed to a sustainable future together