

SENIOR PEOPLE BUSINESS PARTNER – 12 MONTH FTC

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

We are seeking a dynamic and experienced Senior People Business Partner to join our People Team on a 12 Month Fixed Term Contract.

The postholder will provide expert business partnering support and consultancy to all stakeholders, including the executive leadership team to ensure change programmes are successful and implemented within the timelines, scope, quality, and budget.

Supported by an Organisational Design Framework selected by the Company, you will help lead our business through the key stages of transformation to ensure change is successfully implemented.

Key Responsibilities

- Drive the people change programme and ensure the appropriate internal communication updates are cascaded, and issues are managed, and risks are controlled or mitigated.
- Provide recommendations to the Chief People Officer and other stakeholders in relation to key stages of organisational design and development.
- Collaborate and engage with stakeholders to identify the differences between current state and future operating models, business plans, and key deliverables.
- Utilise a range of Organisation Design frameworks and diagnostic tools to deploy resources where they are most needed.
- Provide business partnering and organisational design and development support and solutions in accordance with programme and business needs. This will include various consulting and contracting approaches to enable potentially complex organisational transformation is landed effectively in a unionised environment.
- Attend programme meetings, steering groups and executive and team meetings to present programme updates and plans.
- Plan and facilitate workshops as and when required to support the change programme with executive stakeholders and other key members.

[Continued on page 2](#)



320,000

Properties supplied
with water



170 Million

Litres of drinking
water per day



21

Natural water
sources

CONTINUED



Excellence | Integrity | Future Focus

£66,377 - £70,762

GRADE 12

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

Hours:

Full-time | 12 Month Fixed Term Contract

Holiday:

27 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

Private Medical Insurance:

Provided by Bupa

Volunteering:

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

CLOSING DATE: 18TH JUNE 2024

- Compile plans including project plans, reporting and updates, resource plans, budgets, gateway reporting, data and analysis, presentation packs, board papers and reports, and other communications etc. as and when required.
- Coach and mentor leaders on complex people matters to ensure the programme deliverable and success criteria is achieved, the people changes are embedded, and efficiencies are optimised.
- To comply with all policies and procedures relating to Health, Safety and Wellbeing.
- Delivering excellent service when dealing with internal and external contacts.
- Ensure all work carried out is processed and stored in the relevant Company system in accordance with current GDPR guidance.

Skills, Competencies & Qualifications

- Proven strong business partnering experience (working with a variety of stakeholders including at Executive level).
- Experience of applying organisation development and design frameworks and tools.
- Proven experience in leading complex organisational change and transformation programmes within specified timescales, scope, quality, and budget.
- Experience developing and implementing people plans and interventions, linked to but not exclusively: headcount modelling and costing, selecting, and implementing appropriate resourcing models, capability analysis, talent and skills development and implementation, pay and reward, managing HR/ER process linked to the change, etc.
- Proven experience of collating, assimilate data and provide recommendations to drive change.
- Proven people change project management experience working with multi-skilled cross-functional teams (in a matrix model).
- Expert attention to detail and accuracy of information.
- Expert communication skills at all levels of stakeholder engagement.
- Ability to use coaching and mentoring skills to support leaders on solving complex people matters and implementing change.
- Accredited to a minimum of CIPD Level 7 or equivalent experience in HR (with a People Business Partner and organisational design and development focus)
- Ability to apply a commercial approach and understanding aligned to meeting business needs.

What can Portsmouth Water offer you?



Pension Scheme



Flexible Working Opportunities



Professional Development



Employee Assistance Program



Life Assurance



Annual Salary Review



Holiday Entitlement



Excellence | Integrity | Future Focus

Apply Today

If you have the skills and experience to excel as our Senior People Business 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](#)

Excellence in water. Always.
Committed to a sustainable future together