

HR Business Partner, Uxbridge UK (Hybrid)

About the role

Are you a compelling communicator with the talent to partner with senior managers as their trusted HR advisor? If so, this is an exciting time to join Tollring; we're growing apace with our people at the heart of everything we do.

As HR Business Partner, you will provide both strategic and hands-on HR support in a true generalist role. You will collaborate with the senior team to develop and deliver commercially driven HR initiatives that add value and be the 'go-to' HR contact for employees and line managers.

You will be an experienced HR Business Partner looking for a new challenge within a stand-alone role, with a company who understands that the business thrives when people thrive, or you may have the drive and enthusiasm to make the step up in your HR career. Either way, you will be a member of the CIPD, ideally with a Level 5 qualification or above.

You will

- Partner with senior managers on the people plan and people budget
- Manage the full employee life-cycle and all HR calendar activities
- Coach and support line managers on all people matters including talent acquisition and L&D
- Drive training programmes and induction throughout the business
- Manage the personnel review process and evolve / implement changes across teams
- Manage employee surveys and analyse feedback to drive employee satisfaction and wellbeing
- Develop and manage the reward strategy, working collaboratively with senior managers
- Manage people data to provide HR metrics and management information
- Drive policy and process improvements in line with best practice and quality standards
- Work collaboratively with the outsourced HR services provider in India

You will need

- Solid ER knowledge and excellent problem-solving skills with a pragmatic approach
- Excellent working knowledge of HR and related systems
- Influential communication skills (written, oral and presentation) and a proven track record of developing positive working relationships at all levels, from employees to line managers and board level executives
- The ability to work effectively on your own as well as collaboratively
- Demonstrable experience in using data and insight to inform, shape and tailor decisions
- The ability to juggle multiple priorities and projects as required
- Digital working skills (MS Office essential)



Personal Attributes

The Tollring corporate values are: Teamwork, Energy, Integrity and Performance. You will be representative of these corporate values:

- A good team player with a 'can-do' positive attitude, who can use initiative
- Possess excellent attention to detail and take pride in the quality of their performance
- Clear communicator, both written and verbal, with excellent interpersonal skills
- Adaptable, accountable and results-oriented with a customer service approach