

# HR ORGANISATION PARTNER

Working with Line Managers and colleagues proactively to find positive and practical solutions, which ultimately enable our people to do their best work in a great work environment.

## SOME OF THE MAIN THINGS YOU'LL BE DOING:

- Coaching, advising and collaborating with Managers and Directors to ensure their Teams are able to do their best work. Enabling this by:
  - advising on structure, performance improvement, training and development and reward and recognition.
  - Advising and assisting Managers and Directors with complex employee relations matters.
  - Coaching Managers to support their learning in how to provide a great employee experience to their teams.
- To manage legislation changes in a timely and appropriate manner akin with the DHT culture and desired ways of working
- Ensure that all policies, procedures and employee records are compliant with Employment Legislation. This includes Visa Sponsorship.
- Proactively develop all aspects of the Employee Lifecycle to improve the employee experience; including developing programmes that encompass initiatives such as the well-being agenda and Diversity & inclusion.
- Be an active member of the HR team, collaborating on initiatives and projects to improve support and delivery across Dartington.

## ROLE DETAILS:

DEPARTMENT: HR

REPORTING TO: Head of HR

## WHAT YOU WILL BRING:

- Considerable proven hands on experience in managing complex HR issues across multiple disciplines to reach constructive outcomes.
- Level 5 CIPD or above.
- Proven experience of working through significant change.
- Able to build highly effective and collaborative working relationships with others.
- Able to deal discreetly with matters of a confidential nature.
- Experience of coaching colleagues in the workplace.
- Commitment to work hard and act in Dartington's best interests at all times.