



People Development Manager

The Role:

Working for the @one Alliance Head of HR, the People Development Lead is responsible for the @one People Development strategy and all aspects of training and development to meet that strategy. In collaboration with the People team and Senior Leadership team, identify the skills and capabilities required for AMP7 and plan and tailor training requirements accordingly to ensure that we have a workforce that is able to deliver the requirements of the client.

Build strong links with the Anglian Water People Development team, to ensure best practice across the organisation and other alliances, in order to safeguard the brand and that the employee experience is consistent. Working in conjunction with the Partner Leads the post holder will ensure effective and efficient planning and delivery of a range of people development services working to fulfil the strategic plan.

Key Responsibilities:

Ensure a clear people development strategy is in place

Develop working relationships with management teams to enable HR involvement in development issues at an early stage.

Work with the relevant professionals in the Partner Organisations to ensure alignment of the @one Alliance training and development strategy with @one's objectives, plans and programmes.

Support building that strategy to realise cross-alliance benefits

Liaise with AW and Partner training departments to create links and synergies wherever possible.

Design, deliver and facilitate high quality innovative training and team development programmes to all staff in the Alliance in line with business priorities.

Alongside the Resourcing Lead and in conjunction with the Anglian Water People Development team, take the lead on the appropriate identification, planning and monitoring of Graduate, apprentice and Intern programmes.

Liaise with external suppliers to ensure the best solutions are on offer, conducting regular quality audits of external trainers and programmes.

Set metrics and evaluate the success of the programmes on offer to ensure that they are meeting the needs of the business.

Utilise on-line/e-learning options to ensure efficiency in both time and money.

Lead on people development and behavioral training initiatives

Drive an environment that encourages employees to take responsibility for their own development, either through in-house training programmes, professional memberships or work based opportunities.

Work with the Head of HR to identify employees with leadership potential, understanding their aspirations in terms of development and career progression and ensure they are developed to enable them to fulfil future management roles.

Support Alliance managers in identifying development areas for individuals and departments.

Develop and support the PDR (ADR) process within the @one, ensuring 'buy in' from Partner organisations, adding value to the personal development of individuals and avoiding duplication or unnecessary work for FLM's.

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The Barhale logo consists of a yellow square with a white circle inside, followed by the word "Barhale" in a bold, white, sans-serif font.

Collate data from the PDR's, using the data to plan programmes and identify potential skills gaps.

Continue to develop the Mentoring & Coaching Programme for the @one Alliance to ensure that it is adding value.

Work with Anglian Water and partner HR business on organisation development

Support FLMs and senior managers on skills-related organisational development issues as commissioned by HR Business Partners.

Build HR credibility and reputation through effective partnerships with different parts of the business utilising the best from our Partner Organisations including the other Alliances within Anglian Water.

Stakeholder Engagement

Develop and own the delivery of a communication plan that provides key timely business updates associated with all aspects of the training programmes and interventions that are developed.

Present to Head of HR and Senior Leadership team on key developments and provide a summary of effective changes and feedback received.

Build and manage the Partner and internal working relationships to ensure alignment of objectives and priorities across the teams.

Work collaboratively with @one Leadership teams and Partner leads to identify, develop and lead on implementation of improvements.

Be the co-ordinator of all development communications, ensuring appropriate branding, content and tone are maintained.

Key Relationships:

@one Senior Leadership Team

@one Team Managers

People Team

Anglian Water Learning & Development

Partner HRBP and Learning & Development Leads

External Suppliers

Person Specification:

The successful candidate is likely to meet all of the following criteria:

Essential

Professional HR/Training qualification

Generalist and People Development experience including workshop design and delivery.

Project management experience.

Able to influence stakeholders at all levels

Excellent communication skills, both written and oral

Desirable

Able to understand technical and soft skill needs and work with others to build development programmes.

A seasoned collaborator.

Ability to work in complex and matrix environments

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About Barhale:

Barhale is one of the largest privately owned infrastructure specialists in the UK and was originally formed in 1980 as a specialist tunnelling contractor diversifying over the years into various civil engineering areas. Barhale works UK-wide across the water, transport, energy and developer services sectors providing design, construction and maintenance services under long-term contracts, with blue-chip public, regulated and private clients. The company employs over 600 people in the UK, has an annual turnover of £120m and a distinctive set of values that are fundamental to our approach to business sustainability.

Our business activity is carried out for the following principal sectors:

Water: Civil Engineering, Tunnelling, Pipelines and Utilities

Transport: Rail, Aviation, Waterways, Highways and Bridges

Energy: Power Generation, Power Transmission and Distribution, Waste

Developer Services: Civil Engineering across private sector developers UK wide

Specialist Businesses: Tunnelling, Mechanical and Electrical and Barhale Construction Services (BCS Group)

How to apply:

Please send your current CV and covering email outlining your suitability for the role and quoting the reference number to careers@barhale.co.uk.

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favourable treatment on the grounds of sex, pregnancy or maternity, gender re-assignment, sexual orientation, religion or belief, marriage or civil partnership, age, race or disability. All information will remain confidential to Barhale and will be handled in accordance with the requirements of the Data Protection Act.