

# come and work with us



## HR Delivery Manager

### The Role:

As the HR Delivery Lead within the @one People team, you will provide FLMs with consistent and valued HR support and challenge to deliver a complete and effective HR service. Critical to this role will be working with the Partner Organisation HRBPs to ensure all activities are aligned to both their and the @one Alliance's people strategies to enable all business objectives to be met. You will also be responsible for the development, delivery and implementation of the relevant HR processes in accordance with the HR business plan and BU strategies.

### Key Responsibilities:

#### Leading the delivery of the Business Unit HR People Plan

Lead in the development and delivery of key people activities as identified in the @One People Plans and the AMP7 Workforce plan.

Help 'drive' the right behaviours and culture across the @One, ensuring fairness and inclusion in all that we do.

Support Senior Managers and FLMs by identifying opportunities and risks; once opportunities/risks have been identified drive the people related projects associated with these with the FLMs.

Ensure that all the FLM's have the skills to manage their teams effectively and in line with best practice.

Coordinate employee engagement forums to continue to develop and strengthen HR credibility and reputation through effective working relationships.

#### Supporting the delivery of organisational change within the @one Alliance

Support the Head of HR in facilitating the design of organisational structures for each team within the @one Alliance.

In conjunction with the Partner Organisations HRBP's be responsible for the outputs of specific organisational change activities including appointments processes and redeployment opportunities, ensuring that everyone is aligned along the journey.

To support the transition process from the AMP6 organisational structure to the AMP7 structure is smooth and has minimal impact on the capital programme.

#### Advising & supporting FLMs with employee engagement activities in line with the overall BU people plan and best practice

Using the measuring capabilities available, and working with the Development Lead roll out regular pulse surveys in line with the BU HR people plan.

Support the FLMs in rolling out the Your Voice survey, ensuring all employees are given the opportunity to participate.

Work with the FLMs to develop their sub work stream and individual team action plans to address any issues identified.

Working with relevant people to ensure any trends or significant risks are identified and highlighted, work with the managers to put plans in place to address these.

Track completion & reporting on effectiveness of actions plans to Head of HR and the Senior Leadership Team.

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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. The background of the top section of the page is a photograph of two construction workers in orange safety gear and white hard hats, standing on a metal railing against a blue sky with white clouds.

## **Implementing HR processes in line with the HR Business Plan**

Alongside the Development Lead, drive the completion of the annual PDR/ADR process, working with line managers to ensure accurate data is submitted in time for the SLT to review trends and opportunities.

Work with the Partner Organisations to develop a process for pay rises, at appropriate intervals rather than on adhoc basis. Ensure that all pay increases are in line with the bandings for the roles and appropriate for the level of experience. Also taking into account affordability, gender pay and the need to attract and retain key skills and talent.

Facilitate talent and succession planning discussions with FLMs ensuring all employees identified as high potential have opportunity to have active career development plans.

Support the FLMs in developing their talent pipelines across the @one Alliance and addressing any succession gaps identified as part of the process to ensure AW attracts and retains the best talent.

Work with the FLMs to ensure that all relevant people processes are followed and they deliver the business benefits, contributing to a positive employee experience.

## **Team Working**

Support the wider People team with delivering activities required to support business demands.

Driving and championing effective business use of workday.

Alongside your colleagues, develop a set of metrics that the People Team can be assessed against to ensure that we are adding value.

## **Key Relationships:**

FLMs and Leaders from across the @one Alliance

Interfaces with Alliance Partner HR teams to ensure effective delivery

## **Person Specification:**

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

### **Essential**

Graduate calibre with proven exposure to significant organisational change initiatives and a strong generalist HR experience

Highly adaptable

Excellent written, oral and listening communication skills

Exposure to a fast paced, diverse environment where resilience and immediate objective decision-making are critical success factors

Must be able to build effective and influential relationships with a diverse range of managers across a range of BUs with different cultures and a wide variety of people, requires an adaptable but organised approach

### **Desirable**

Graduate CIPD qualification is desirable

Proven capability in employee engagement, together with either resourcing strategies or total reward programmes or learning and development practices

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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](mailto: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.