



Job Title: Regional HR Services Adviser

Salary Range: £23,000 to £26,000

Reports to: HR Services Team Leader

Location: Bristol (some travel required)

Who are we?

Shaw Trust is a progressive charity on an exciting journey to help five times more people over the next five years. For over 30 years we have supported disabled and disadvantaged people to make positive changes to their lives through training and employment, and our ambitious plans need the right people to help us transform many more lives, in many more ways.

What we do is exciting, fulfilling and diverse and it's about to get even better. As well as employment services, we work with kids in schools, help offenders in prisons, and empower people to take part in activities that many of us would take for granted.

Working with us gives you far more benefits than a standard package; it gives you the chance to help turn someone's life around.

What we need?

To be an integral part of the HR Team to deliver a proactive HR service to the business which exceeds our customers' expectations and contributes to our HR strategy of providing Service Excellence to the organisation.

Are you right for the job?

- Do you have experience of helping turn around the lives of people through training and/or employment?
- Do you thrive in an environment that encourages you to find new ways to help people?
- Do you have a strong track record of achieving targets?
- Do you motivate people, work well in a team and stay focused under pressure?

Personal Specification

Job Title: Regional HR Services Adviser

(E = Essential D = Desirable)

SKILLS AND CORE COMPETENCIES
Technical competency (qualifications and training)
Experience <ul style="list-style-type: none">• General HR / Recruitment Knowledge (E)• Learning & Development Knowledge (D)• Strong background in a front-line customer service focussed environment (E)• Knowledge of computer systems, particularly Excel, Word and PowerPoint packages (E)▪ Positive attitude to disability and understanding of related issues)• Experience of using/developing HR Systems including Agresso Business World (D)• Working towards, or having completed the CIPD or equivalent level Qualification (E)
Skills and Attributes <ul style="list-style-type: none">• Flexible, solution focussed with a pro-active and positive approach and a 'can do' attitude to challenges – 'removes barriers to ensure success' (E)• Target driven with the drive and enthusiasm to always meet but strives to exceed service delivery standards and levels (E)• Self-motivated with excellent organisational skills and an accurate systematic approach (E)• Effective team worker, proactive in supporting others where needed in the team (E)• The ability to provide training to other team members and employees across the Business as appropriate as part of group or individual sessions (E)• Ability to work on own initiative and as part of a team (E)• Creative with the ability to contribute ideas and new ways of working (E)• Coaching skills, able to support employees by assisting them to come up with their own solutions in line with HR policy (D)• Adaptable, resilient and measured in the face of changing goals and challenging individuals (E)
Personal qualities, communicating and relating to others <ul style="list-style-type: none">• Excellent interpersonal, influencing and communication skills and the ability to communicate to individuals at all levels (E)
Safeguarding <ul style="list-style-type: none">▪ Be able to display an awareness, understanding and commitment to the protection and safeguarding of young people and vulnerable adults (E)▪ This post requires a Criminal Records Bureau disclosure at Basic Level (B)
Other <ul style="list-style-type: none">• Have an understanding of and be able to demonstrate a commitment to Equal Opportunities and Diversity (E)• Ability to be flexible and travel within the Business as required supporting regional HR needs and building effective working relationships (E)

Main Duties and Responsibilities

Duties

1. To be the first line HR advisory support for employees and non-employees offering guidance and support whilst working in partnership with your HR Business Partner where appropriate
2. To proactively build relationships and engage with key stakeholders within designated business areas creating a culture of a strong working partnership with the business.
3. To support the HR Team Leader where required with audit checking, workload delegation and inbox management
4. Accountable for the end to end service delivery of the designated business area by managing all HR activities within service level standards demonstrating strong customer service values and standards as part of this and going the extra mile wherever possible whilst ensuring that key audit measures are adhered to.
5. To be a subject matter expert as designated on any ad hoc exercises or projects within HR taking a lead role and ensuring that knowledge transfer and best practice for this area is wholly shared with appropriate HR team members.
6. Develop and support FlexiBens advice, guidance and admin
7. To advise and co-ordinate on all aspects of recruitment activity within the designated business area which offers value for money and the best return on investment demonstrating a proactive, first line advisory and support service to recruiting managers
8. To be accountable for all aspects of the end to end employee lifecycle and events and supporting the HR administrator as appropriate
9. To liaise with our pre- employment outsourcing partner if escalated to do so to ensure the effective administration of pre-employment screening for new and existing staff.
10. To produce relevant correspondence to staff relating to employment issues e.g. grievance, redundancy, staff leavers and changes in terms and conditions of employment
11. To accurately input data into the computerised personal information system and to produce reports and proactively support trend analysis of reporting for designated business area from the HR database system for statistical purposes. Ensuring knowledge of system is kept up to date to

enable effective advice and guidance to end user and others on any system issues.

12. Assist with updating and maintaining HR procedures such as handbooks and intranet and to ensure any changes are effectively communicated to your stakeholders
13. To maintain filing systems, databases and personal staff files, accountable for ensuring designated region files are accurate and complete.
14. To proactively support others within the team and outside designated business area as required.
15. Assist in the development of new procedures and process forms, ensuring that accessibility is considered in their makeup.
16. Ensure employees across your designated business area are kept up to date and equipped with the HR practices, Learning & Development and Recruitment procedures required to perform their role and in collaboration with the relevant HR Business Partner, addressing any gaps.
17. To maintain an up-to-date working knowledge of current employment law and good practice and be prepared to evidence and take ownership of personal Continuous Professional Development record.

Other

1. To undertake any further training as identified in the Shaw Trust review procedures.
2. Ensure that safe working practices are followed in respect of COSHH and other Risk Assessment control measures.
3. Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts of omissions whilst at work. Employees are also required to co-operate with their employer to enable them to perform or comply with any statutory provisions. The Trust's efforts to promote a safe and healthy working environment can only succeed with the full co-operation of its employees.
4. To understand, comply with and promote Shaw Trust's safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for all. Everyone must adhere to the 5 Rs in relation to possible abuse: Recognition, Response, Reporting, Recording and Referral. The Trust can only

ensure its dedication to the protection of vulnerable people with the full cooperation of its employees.

5. The Trust has an Equality and Diversity Policy and it is the responsibility of all staff to comply with this. The key responsibilities for staff under this Policy are set out in the Trust Code of Conduct.
6. To maintain the confidentiality about clients, staff and other Trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must meet the requirements of the Data Protection Act at all times.
7. To maintain awareness of risk and to take personal responsibility for ensuring that the Trust is not unnecessarily exposed to risk. To report any issues or concerns relating to risk and the effectiveness of the Trust's risk management arrangements.
8. Be aware of, promote and implement Shaw Trust's Risk, Quality and Information Security Management Systems.
9. To report to line manager, or other appropriate person, in the event of awareness of bad practice.
10. Recycle and manage energy within your environment.