



Creating great homes together

Role Profile

Position

People Business Partner

Reporting to

People Support Manager

What you can expect

We're a magnificent place to work, where talented and ambitious people enjoy rewarding, purposeful and fulfilling careers in an inspirational environment.

At Magna, we are committed to your growth and professional journey. We offer ample opportunities for further training and development, empowering you to excel in your career. Our comprehensive benefits package underpins our commitment to your well-being and includes a generous Pension Scheme, Health Care Cash Plan, Wellbeing Portal and Employee Assistance Program. These resources are designed to support both your mental and physical health, ensuring your success in both personal and professional aspects of life.

We actively support our local communities and encourage employee involvement by offering one paid day per year for volunteer activities alongside access to Credit Union facilities and Colleague Voice. You will also benefit from Company Sick Pay and a competitive annual leave entitlement, which increases progressively with your length of service over the first five years.

- Support in your continuous professional development.
- A fast paced and collaborative environment.
- Agile working based at home, with occasionally travelling to Magna offices as required.

What you are known for

- Being self-sufficient to take ownership of tasks and empowering others to do the same.
- Communicating ideas with confidence; asserting own ideas and inspiring others to take actions using creative and innovative approaches.
- Use of persistence, tenacity, and diplomacy to sell benefits and overcome obstacles and resistance to change.
- Highly engaging and compelling communication style, with the ability to win hearts and minds at all levels in the organisation to enhance the colleague lifecycle and experience at Magna.
- Passionate about delivering people-centric results using data and a wholistic mindset.
- The go-to person for your business units - a reputation for getting things done at pace and in a customer focused fashion.
- Up to date knowledge of UK employment law and core people practices as advised by organisations such as ACAS.
- Being curious and becoming involved in projects and work streams to ensure that colleagues are considered during decision making.

What you take care of

- Know your business units inside and out to create innovative people solutions that are fit for purpose and contribute to longer term goals.
- Production of monthly metrics and analysis of data available through systems such as Workday Peakon to proactively identify issues, develop solutions and opportunities to improve.
- Coaching and supporting managers through people processes using tools and techniques to ensure outcomes are legally compliant, consistent and support business goals.
- Making sure we get the most out of our people systems - through redesign, training and data integrity.
- Assist managers to develop and implement people related solutions within areas such as conduct, conflict, health or wellbeing.
- Working with our wider people team, to support Magna being a great place to work.
- Assisting our leadership team with workforce planning and structure design.
- Maintaining relationships with peers through networking activities and CPD events.

What you need to be successful

- Experience in dealing with and resolving a range of issues, being proactive and seeking quick resolutions.

- Track record of success gained when partnering managers through people processes and projects, ensuring our values are displayed and give culture add.
- Experience of partnering with all levels of colleagues.
- Effective collaboration with team members, sharing information and best practice to successfully accomplish individual and collective goals.
- Able to adapt quickly to changing priorities - always maintaining discretion and judgement.
- Experience across the range of activities required of this role and ability to contribute to wider team initiatives in areas such as ED&I, wellbeing and reward.

Qualifications required

Applicants with transferrable skills are encouraged to apply.

- We value experience and ability to demonstrate capabilities developed. No essential qualifications are required.

Approved: V1/1125082