



Creating great homes together

Role Profile

Position

People Support Manager

Reporting to

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.

- Empowerment to make the Magna people support function excel and to be the go-to for all colleagues.
- Supportive and collaborative culture.
- Directly contributing to Magna being a great place to work.
- Seeing the impact you make...you'll get to know many colleagues and play a significant part in the delivery of organisation capability building and transformation.
- 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.

What you are known for

- Being the in-house expert on all things people and the internal employment law go-to.
- Having strong business acumen, evidence driven approach to know what interventions will make a difference.
- Designing people solutions that will make a difference to business performance.
- Embedding culture and behaviour change.
- Engaging and supportive style to build relationships and enhance facilitation.
- Identifying and evaluating people risks to ensure solutions are balanced and compliant.

What you take care of

- Leads the team responsible for Magna's talent resourcing and colleague relations (complex contract queries, disciplinarys, grievances, changes, sickness absence, change management).
- Ensuring Magna has the skills and capability it needs now - but with an eye to building what it needs for the future.
- Reviewing and continuously improve processes, documentation and our colleagues' experiences of them.
- Ensuring the Magna values are embedded throughout the colleague life cycle, people policies and procedures.
- Providing a professional, cohesive, innovative and solution orientated support service.
- The management and ongoing development of the people support team.

What you need to be successful

- Experience of leading and advising managers and other People professionals through complex colleague relations cases and processes.
- A business partnering mentality.
- Experience of delivering projects with measurable outcomes.
- The ability to prioritise, work at pace and delegate effectively.
- Skills to plan, manage, deliver and land change including processes, behaviour and culture.
- Ability to develop solutions with internal team and network of suppliers.
- A willingness to develop and deliver programmes in the areas of resourcing, formal processes, facilitation, management, leadership, ED & I and wellbeing an advantage.

Qualifications required

Applicants with transferrable skills are encouraged to apply.