



Reports to: CPO

Role Purpose:

To shape and deliver integrated talent, careers and reward strategies and approaches which enable UKRI to delivery its strategic objectives and meet the research and innovation talent challenges of the future. To work in partnership with stakeholders, academics and providers to articulate and deliver a future employee value proposition which will attract, develop and empower the talented people and critical capability UKRI needs.

Key accountabilities:

Senior HR Leadership Team

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Stakeholder Management

- [Redacted]
- [Redacted]

Leadership and Direction

- [Redacted]
- [Redacted]
- [Redacted]

Functional and Expert Leadership

- [Redacted]

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Knowledge, Skills & Experience:

- University degree / Post Graduate Masters degree in HR or Organisation Development or equivalent relevant professional experience.
- CIPD membership and/or equivalent relevant professional experience
- Significant experience of leading and delivering employee reward structures and programmes in the public sector (desirable)
- Significant experience of leading and integrating talent, careers and reward strategies to enable the delivery of strategic objectives in the public sector.
- Substantial and authoritative experience in complex public sector/government organisational settings enabling the role holder to provide leadership to others (directly and indirectly) across functions, systems, processes and challenges
- Substantial depth and range of understanding and experience of professional strategic and tactical issues in a complex context
- Significant demonstrable experience of creating and influencing the future shape of organisational thinking and decision making through horizon scanning, making connections, innovating and pragmatically shaping evolving solutions, staying curious and creative
- Strong collaboration skills and experience of influencing senior and challenging stakeholders and decision makers where have no control in the relationships
- Significant experience of coaching and influencing peers and senior decision makers in ambiguous and challenging decisions, including experience of offering challenge and holding others to account for decision making
- Strong collaboration and communication skills (in writing, presentation etc) and able to communicate complex information
- Experience of working in partnership with academics, stakeholders and providers to articulate and deliver a future employee value proposition to attract, develop and empower employees (desirable)
- Significant experience of overseeing performance management in a complex organization (desirable)

Dimensions:

Team: [Redacted]
 Budget: [Redacted]

Date prepared: Feb 2021

