

HR Business Partner – Simon Brien

Simon Brien, part of Sherry FitzGearld Group, has an exciting opportunity for a HR Business Partner to join their Belfast team. The HR Business Partner will partner with senior business leaders across the organisation to implement people initiatives and provide excellent support and coaching to all managers and employees.

This is a permanent position based in our office in Lisburn Road, Belfast.

Responsibilities:

- Work with management to identify key positions and talent gaps, implementing strategies for recruitment, retention, and talent development.
- Manage the full recruitment and onboarding cycle from start to finish, advertising vacancies, short listing with line managers, issuing employment contracts etc.
- Provide a conducive and safe work environment for all our employees that supports their health and well-being.
- Provide expert counsel on people related matters including managing change, performance and employee relations issues.
- Work with managers to support the implementation of performance management processes, including goal setting, regular feedback, and performance evaluations.
- Support the implementation of people initiatives within the business and drive employee engagement initiatives in conjunction with the line managers.
- Identify training needs and coordinate the development and delivery of training programs.
- Maintain and update the HR System (HRIS). Utilise HR data and analytics to provide insights and support decision-making.
- Work with senior leaders across the business to create an attractive employer brand proposition that attracts, develops and retains the best talent.
- Develop a team culture where everyone always demonstrates the Company Values and is encouraged to give feedback and recognise others and share learnings.

Key competencies, skills & experience:

- Proven experience as an HR Business Partner or in a similar HR role.
- Strong knowledge of HR practices, legislation and regulations.
- Proven ability to influence and build strong relationships at all levels of the organisation.
- Problem-solving and decision-making skills.
- Strategic thinking and business acumen.
- Proficient in HRIS and other relevant software