

HR Business Partner

Full time, Permanent

Chester (with travel to other sites)

Exciting opportunity for an experienced HR Business Partner looking to join a fast-paced luxury travel business, supporting the development, and embedding of HR practices and initiatives.

ITC Group are a private equity backed, luxury travel Company, with over 40 years' experience in worldwide holidays. With offices in Chester, London and Bristol and a growing team we are heavily investing in our people function and people related activities across the organisation. We have a passionate Leadership team who are all playing key roles in the design and implementation of our people plans.

We're looking for an experienced and results driven HR Business Partner, to deliver our people agenda, strategically and operationally.

In this role, you will work to embed our people plans through a range of initiatives which incorporate talent acquisition, talent development, engagement & wellbeing, culture, and organisational improvement. You will have the opportunity to develop solutions and put your own stamp on people processes, in an organisation that has already embarked on a change journey.

This is a fantastic role for a commercially astute, results driven and ambitious individual to really make a difference by developing and embedding solid HR practices across a multi-site environment. You will join our existing Leadership team, in a fast paced environment, to play a key part in ensuring we deliver our strategic goals through our people.

If that wasn't enough, this role also offers significant opportunity for professional development and growth. If you're ready to get stuck into a new challenge then this may be the role for you!

What will you be responsible for?

- Evolve, develop and embed people plans and processes across all areas of the business, to enhance capabilities and ensure robust people management, attraction, selection, talent and succession plans and retention
- As part of the Leadership team you will ensure the people agenda is aligned with the strategic priorities, vision and mission
- Develop relationships with people managers, gaining an in-depth knowledge of employees and business processes
- Provide coaching, advice, support and challenge to managers to enable them to deal effectively with a range of people management scenarios
- Lead the operational delivery of key people milestones and initiatives including:
 - Performance management
 - Reward & Recognition
 - Engagement
 - Talent
- Support programs designed to embed the company values, identifying key points of the employee lifecycle for reinforcement
- Lead on organisational change projects, including restructures, digital and operational

- Utilise people and business data to identify and design solutions that ensure continuous improvement and deliver desired levels of performance
- Lead the HR team to update, evolve and implement HR processes, procedures and systems that enhance the employee experience
- Provide expertise and insight across various aspects of HR including, Performance Management, Talent development and Employee Engagement in day-to-day HR and introduction of future projects
- Day to day line management of 2 direct reports

Who are we looking for?

- Solid HRBP background with expertise across the employee lifecycle but predominantly talent acquisition, talent management, performance management, engagement, and culture
- Experience in a multi-site business advantageous
- Sound knowledge of best practice across HR practices and Employment law
- Sound commercial awareness with experience partnering leadership teams to support commercial decision making
- Excellent coaching skills, used to working with managers with varying levels of people management experience
- Ability to translate strategic plans into operational initiatives that impact business performance
- Confident decision maker, not afraid to challenge the status quo
- Strong presentation, communication and influencing skills, with the ability to persuade a business audience
- Ability to prioritise, problem solve and work under pressure across competing priorities and multiple deadlines
- Technically savvy with experience using different HR Systems and technologies
- Demonstrated high level of integrity with significant attention to detail and quality
- A focus on continuous improvement, looking to develop both personally and professionally, regularly seeking out feedback