

Job Title:	Business Partner
Department:	People
Reporting To:	Head of Business Partnering and Operations
Direct Reports:	0

Job Purpose

This role will partner closely with leaders and teams across the organisation to deliver proactive people solutions in line with The R&A's People Plan. These solutions will support organisational effectiveness, employee engagement, talent development and business performance.

People team Business Partners will act as trusted advisors to managers and stakeholders, providing both strategic insight and hands-on operational support across the full employee lifecycle.

R&A staff act with integrity, think long term, work collaboratively, bring passion and aim high. The People team plays a central role in enabling these behaviours and this role will be critical in supporting the delivery of an effective People Plan for the staff of The R&A. The role will contribute to a period of organisational evolution, including supporting change initiatives, workforce planning and development, leadership capability, staff engagement and cultural development.

Key Accountabilities

Strategic Business Partnering

- Build strong, credible relationships with leaders and managers across assigned business areas
- Support delivery of organisational and departmental objectives through effective people strategies, that are aligned with the People Plan
- Provide commercially aware and pragmatic people advice aligned to organisational priorities
- Coach and support managers on leadership capability, team effectiveness and people management

Employee Relations and People Support

- Provide guidance and support on employee relations matters including performance management, absence, conduct and workplace concerns
- Ensure policies and practices are applied fairly, consistently and in line with employment legislation
- Support complex case management where required
- Promote positive employee relations and an inclusive working environment

Organisational Change and Transformation

- Support organisational change initiatives including restructures, team development and workplace transition activity
- Partner with leaders to manage change effectively and minimise operational disruption
- Contribute to initiatives that enhance employee engagement, culture and organisational effectiveness; in line with the People Plan

Talent and Development

- In collaboration with the Talent team, support talent management, succession planning and workplace planning activities
- Identify learning and development needs in partnership with leaders
- Contribute to leadership development and employee growth initiatives
- Support recruitment activity for key roles where appropriate

People Projects and Continuous Improvement

- Contribute to People team projects and wider organisational initiatives
- Use people data and insights to inform decision-making and identify trends
- Support continuous improvement of people processes, policies and employee experience
- Champion best practice across all levels of people management

Person Specification

- Proven experience in a Business Partner, HR Partner, or similar People role
- Strong working knowledge of employment legislation and HR best practice. Ideally, this experience covers international markets, as well as the UK.
- Experience supporting managers across a broad range of people matters
- Ability to build trusted relationships and influence stakeholders
- Experience supporting organisational change and transformation activity
- Commercial awareness and confidence working in a fast-paced organisation
- Strong communication, coaching and interpersonal skills
- Ability to balance strategic thinking with operational delivery
- Excellent organisational and problem-solving skills
- Trusted to handle confidential information with discretion, diplomacy and professionalism

- Curious and confident in challenging existing approaches, bringing fresh ideas and contributing to the People team plan
- Passionate about fairness, inclusion and creating a positive colleague experience
- Resilient, collaborative and emotionally intelligent, with a calm and tactful approach
- CIPD qualified or equivalent experience is desirable.