Business Partner
Permanent
Location: St Andrews, Fife, Scotland (Hybrid working)
Closing date: 20th November 2026

We are The R&A. Our mission is to open golf to the world. We have over 300 employees who are passionate about uniting golf and golfers through common rules and governance, inspiring through the staging of world class championships including The Open and AIG Women's Open, and leading through working to shape the future of golf with our partners.

The R&A governs the Rules of Golf, the World Handicap System, equipment standards and rankings in partnership with the USGA, while supporting both established and emerging formats of the game.

In the next five years we aim to attract 22 million additional golfers, generate more than £1.5 billion in economic benefit through our championships, create more than £25 billion in social value, establish more than 200 strategic partnerships and generate more than 5 billion fan interactions.

As a **Business Partner**, you will work 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.

The 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.

What you'll be doing:

- Building strong, credible relationships with leaders and managers across assigned business areas.
- Supporting delivery of organisational and departmental objectives through effective people strategies, that are aligned with the People Plan.
- Providing commercially aware and pragmatic people advice aligned to organisational priorities.

- Coaching and support managers on leadership capability, team effectiveness and people management.
- Providing 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.
- Supporting organisational change initiatives including restructures, team development and workplace transition activity.
- Partnering with leaders to manage change effectively and minimise operational disruption.
- Contributing to initiatives that enhance employee engagement, culture and organisational effectiveness; in line with the People Plan.
- In collaboration with the Talent team, supporting talent management, succession planning and workplace planning activities.
- Identifying learning and development needs in partnership with leaders.

What we are looking for:

- 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.
- 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.
- A CIPD qualification or equivalent experience is desirable.

What we offer:

- Competitive Salary
- Discretionary Bonus Scheme
- Company Pension Scheme and Sick Pay
- Life Insurance Cover
- Enhanced Maternity/Partner Pay
- 35 Days Holiday Per Year

- Free tickets to The Open and AIG Women's Open each year (and other relevant R&A Championships)
- Cycle to Work Scheme
- Season Ticket Loan
- Contribution towards glasses for VDU use
- Discounts available across 800 UK retailers and local businesses, including gym memberships
- Electric Vehicle Salary Sacrifice Scheme

Everyone is welcome at The R&A

We want to build a workplace where people from all backgrounds, perspectives and experiences can thrive. We welcome applications from everyone and are committed to providing an inclusive and accessible recruitment experience and workplace.

We're committed to making our recruitment process accessible. If there's anything we can do to help you participate fully in any stage of the process, please let us know as part of your application. We'll be happy to discuss what would work for you.

How to Apply

Please submit your CV, Cover Letter and Salary Expectations to Recruitment@RandA.org