

Human Resources Business Partner

London Heathrow Airport – Cargo & Transport

Experience

- ✔ Proven broad HR best practice experience
- ✔ Understanding of current employment law and the effects on the business
- ✔ Excellent Coaching & Influencing skills

Desirable Skills

- ✔ Excellent organisational skills
- ✔ Highly adaptable and flexible in approach to duties
- ✔ Ability to gain a full understanding of all HR Services systems & processes to be able to apply them
- ✔ Project Management & Consultancy skills
- ✔ Strategic thinker
- ✔ Safety driven

Key Tasks

- ✔ Provide best practice HR advice to client department(s) on all people matters as required and ensure the provision of support to fulfil the Company's obligations under the HR policies, guidelines & processes
- ✔ Identify and diagnose people & organisation problems to facilitate the delivery of departmental objectives
- ✔ Develop a people plan for the client area that ensures the people change agenda is delivered and departmental objectives are achieved
- ✔ Create and manage action plans to deliver change
- ✔ In partnership with the line create an effective industrial relations environment, support departmental IR negotiations and consultations
- ✔ Support the client area in regular organisational design reviews to ensure it is well positioned to deliver the business goals
- ✔ Delivering succession plans and development strategies for the client areas
- ✔ Monitor progress on change programmes and people initiatives ensuring sharing of learning
- ✔ Manage the process of change ensuring that appropriate process and systems are in place
- ✔ Ensure that line department understands the link between employee commitment, customer attitudes and the investor
- ✔ Work with Process Owners, Central Services and Training to ensure a seamless service from the HR Department
- ✔ Coach and facilitate line teams and individuals to create effective relationships capable of delivering change
- ✔ To undertake any other duties as required by management, commensurate with the grade of the post
- ✔ Promote at all times the Vision, Mission, Values of dnata

Hours of work:

- ✔ Full time 37.5 hours per week
- ✔ Flexibility is required in accordance with the business operation

If you believe you have the drive and enthusiasm required, apply in writing with an up to date CV and covering letter advising why you are suitable for this position to:

Gary Granger, HR Director, Floor 1, Dakota House, Poyle Road, Colnbrook, Berkshire SL3 0QX

Email : gary.granger@dnata.co.uk

Successful applicants will be shortlisted for interview, and must have the legal right to work in the UK

Internal candidates - please ensure you have informed your manager of your application

Closing Date: 08th October 2018

dnata Ltd is an equal opportunities employer



The dnata logo, featuring a stylized 'd' and 'n' in blue and green, followed by the word 'dnata' in a blue sans-serif font.