

## Senior HR Business Partner – Organisation Development

**WJEC**

**£41,601 - £44,625**

**Cardiff**



WJEC is a leading, high performing and hugely respected awarding organisation that provides internationally recognised GCSEs, AS, A level and vocational qualifications to schools and colleges in the UK. It employs c.400 employees with a turnover of c.£48m. Currently embarked upon an exciting journey of transformation, it is seeking a strong and experienced Senior HRBP - OD to support the Head of HR and colleagues in developing WJEC into an agile, innovative and high-performing body.

### The Role

- Reporting to the Head of HR, you will contribute to the strategic direction and delivery of consumer-focused HR across the business. Contributing to the development and delivery of our HR, People Development and Organisational Design strategies as well as driving continuous improvement of our people processes to ensure that we have the right number of staff, with the right knowledge, skills and experience to deliver WJEC's vision.
- You will lead on L&D in the context of the organisations strategy and its future capability needs in order to identify learning priorities across the organisation and create learning environments where employees can continuously develop to be their best.
- You will keep abreast of new developments in Organisation Design and Development and be a champion of change, bringing your expertise and judgement to bear throughout the policy making and people development processes and assisting the Head of HR in driving efficiencies across WJEC.

### The Individual

- Experienced in delivering high quality OD initiatives, you will be familiar with working in partnership with a range of stakeholders including managers, trade unions, employees and external partners.
- With ability to apply judgement, creativity and flexibility to generate new and innovative ideas and approaches to solve complex problems, you will be experienced in identifying, analysing and taking action to effectively manage risk to meet strategic objectives.
- Ideally CIPD qualified, you will possess an in-depth understanding and knowledge of current best HR practice and employment law and an ability to apply this according to organisational needs.

*For an informal discussion and a copy of the candidate brief, please contact the Goodson Thomas team on 029 2167 4422. To apply, please submit your CV and covering letter via [goodsonthomas.com/vacancies](https://goodsonthomas.com/vacancies), quoting 0307-GT-WJEC in the subject line.*

*All applications will be acknowledged.*

**12 noon, Wednesday 23 June 2021:**

**Deadline for applications**

**Wednesday 30 June to Friday 2 July 2021:**

**Goodson Thomas interviews**

**Wednesday 21 and Thursday 22 July 2021:**

**Final panel interviews**