

JOB DESCRIPTION
Head of HR Strategy
Vacancy Ref: A358

Job Title: Head of HR Strategy	Present Grade: Professorial Related
Department/College: Human Resources Division	
Directly responsible to: Director of Human Resources	
Supervisory responsibility for: HR Policy Manager; Equality & Diversity Manager	
Other contacts Internal: Heads of Department; Trades Unions leaders External: Senior HR Heads in other HE institutions; Employment lawyers/advisors; External Trades Union Officials	
<p>Major Duties:</p> <p>The purpose of this role is to support the delivery of HR strategy, policies and procedures in line with the University's Strategic Plan. It is a key role in managing change and ensuring the achievement of the University's strategic goals through effective people management practices.</p> <p>Specific responsibilities are as follows:</p> <ul style="list-style-type: none"> • Provide strategic direction and leadership on the development of appropriate HR Policies across the University <ul style="list-style-type: none"> • Assess current and future policy requirements to support strategic aims in conjunction with the University's senior management • Research best practice to enable best design of University policies • Project manage the implementation and review of HR policies • Impact assess the equality and diversity impact of all HR policies • Provide strategic oversight and direction to University Remuneration policy and practices • Provide direction to Trades union relationships to foster effective working relationships and enable appropriate change • Develop appropriate employment conditions and support to University staff deployed on international assignments • Monitor employment legislation developments, assess the impact on the University and develop policies to maintain legal compliance • Provide direction on staff engagement so that the University regularly measures and responds to staff feedback to improve the University as a place to work <p>Leadership on specific themes and issues</p> <ul style="list-style-type: none"> • Play a central role, in conjunction with the Director of Human Resources in forward planning and strategy development for the Division as a whole. • Provide oversight of the University's approach to job evaluation to maintain consistency and fairness and assess appropriate methodologies for implementation • Provide guidance on the interpretation and application of HR policies and procedures within HR and across the University • Critically assess and develop policies in line with internal and external influences, particularly taking account of the international perspective • Develop a co-ordinated and consistent approach to the way in which the University engages with all staff directly and indirectly • Lead development of policies which promote equality & diversity across the University • Benchmark and modernise terms and conditions, remuneration and benefits 	

- Develop effective employee relations processes and foster a more inclusive trades union relationship
- To undertake other duties commensurate with the grade as requested by the Director of Human Resources