

Our Purpose

Working together to secure a thriving future for our railway and for the communities we serve

Your Role: Senior People Business Partner

Your Purpose

As a People Business Partner, you are a trusted advisor to Directors and Senior Leaders, helping shape the current and future people agenda. You work at pace and in partnership with the business to strengthen leadership capability, drive organisational effectiveness and create a culture where our people can thrive.

You play a critical role in translating strategy into practical people solutions - supporting change, improving performance and embedding sustainable workforce plans. Working closely with the Head of HR for the Chief Operating Officer, Centres of Excellence and HR Services, you ensure the People & Culture Function delivers meaningful impact where it matters most: the frontline.

Your Talents

- ✓ Strategic people partnering experience within a complex organisation
- ✓ Strong organisational design and change management capability
- ✓ Proven ability to influence and challenge senior leaders constructively
- ✓ Deep understanding of workforce planning, succession planning and talent management
- ✓ Confident with data, insight and KPIs to inform people decisions
- ✓ Sound knowledge of employment legislation and best practice
- ✓ A coaching mindset with the ability to develop leaders and teams



Your Responsibilities & Accountabilities

- ✓ Partner with Directors and Senior Leaders to develop and deliver business-aligned people and workforce plans that support strategic and operational objectives.
- ✓ Act as a trusted advisor on organisational design, workforce planning, succession and talent management, ensuring sustainable capability for the future.
- ✓ Lead and support organisational and cultural change, ensuring effective communication, equality impact assessment, performance measures and review mechanisms are embedded.
- ✓ Champion a high-performance culture, driving continuous improvement, productivity and efficiency through insight, challenge and coaching.
- ✓ Provide professional, pragmatic people advice to senior leaders, ensuring compliance with employment legislation and best practice.
- ✓ Work in close partnership with HR Services and Centres of Excellence to deliver joined-up, high-quality people solutions for the business.
- ✓ Identify opportunities to improve organisational effectiveness through review of structures, roles, performance management and business processes.
- ✓ Act as a catalyst for change and innovation, engaging leaders and teams to understand the need for change and embedding corporate values.
- ✓ Monitor and analyse workforce data and People KPIs to identify trends, risks and improvement opportunities, taking timely and decisive action.

What we trust you to do – (Authority to Act)

- ✓ Act as the lead People Business Partner for allocated directorates, working collaboratively within the wider People Function
- ✓ Provide expert people advice and recommendations to Senior Leaders and Directors
- ✓ Influence strategic decisions that impact organisational capability and culture

Our ways of working



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Approved by Kirsten Howes, Head of Transformation and Engagement

