**Job Title: Employee Relations Manager**

**Salary: Competitive Salary and other Benefits including free train travel across our network**

**Reporting to Head of Employee Relations**

**Location: London or South East Region**

**Where you’ll work**

We have an exciting opportunity for a permanent Employee Relations Manager to join us on our journey in providing a proactive and comprehensive employee relations service. Working across multi-disciplined business areas you will be responsible for working closely with senior managers across our network, providing specialist and technical advice, as well as a key role in developing and implementing the employee relations strategy.

The role can be based across our network, but you will be working in various locations from our Head Office in London More Riverside to one of our depots as required, there is the opportunity to work remotely.

**What you’ll do**

The successful candidate would be joining the Employee Relations team at an exciting time where we are in the early stages of developing a challenging and innovative employee relations strategy and the role of the Employee Relations Manager will be integral to its development and implementation as well as managing a small team of talented Area HR Managers who are keenly imputing into its development. Additionally, you will be working with our wider HR team and operational managers, making a real and lasting difference.

* Key role in the development of the employee relations strategy and implementation. Own strands of the strategy and drive success.
* Work across all business streams to ensure first-class employee relations advice and support is delivered to the business.
* Coach, develop and empower a team of Area HR Managers in all aspects of the ER cycle to deliver employee relations excellence in every way.
* Identify and develop (in conjunction with the Area HR Managers) a list of er KPI’s and metrics to measure, analyse and report on to the Head of Employee Relations and business areas.
* Shape and influence the Area HR Managers and senior leadership teams in transforming a reactive ER climate into a culture of collaboration and proactive employee relations.
* Support on complex disciplinary and grievance issues and litigation strategy, relating to tribunal claims, early conciliation, and settlement.
* To deputise on behalf of the Head of Employee Relations at times, providing exposure to wider matters.
* Involvement in projects and wider business activities.

**Knowledge, Skills and Qualifications**

* Minimum level 7 CIPD or equivalent qualification. Chartered member of CIPD or working towards this with evidence of continuous professional development.
* Previous experience in an HR Generalist or ER role within a unionised and regulated environment.
* Previous experience of leading a team.
* Proven ER experience including advising on complex disciplinary and grievance issues with the ability to apply the relevant legal principles and risk assessment.
* Experience of supporting large scale organisational change and restructuring programmes including TUPE, redundancy and contractual variations.
* Experience of partnering with trade unions and a good understanding of the trade union framework and collective bargaining.
* Strong communication and influencing skills with the ability to interact across all levels of management.
* Strong attention to detail, problem-solving ability and ability to deliver results to demanding deadlines.

Candidates should possess extensive ER experience gained within a multi-site organisation. Demonstrable experience of dealing with an array of complex ER issues within a unionised environment is also required.